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Dr. Vidhya Satish, Director, SIES Institute of Comprehensive Education



INSIGHTS



“Tell me and I forget, teach me and I may remember, involve me and I learn” said Benjamin Franklin. Being a life-long learner is and should be an important characteristic for anyone who works in the field of education in particular. Training plays a crucial role in the development of an individual. The Central Training department (CTD) curates programs to reach out to all stakeholders be it the heads of institutions or the teaching team or the non-teaching staff or the students. Despite being an arduous task, CTD tries to impact all the stakeholders. Amongst the various initiatives, our e newsletter Adhigam specifically aims in bringing together diverse type of employees from the non-teaching staff to a professor at our management college from a teacher educator to a librarian. Adhigam is often lead by words of wisdom from our Managing Committee members.

Giving voice to our employees by way of their written expression is an important step in bringing people together. The thinking process of a student who has entered the work arena had triggered our professor at our management college to pen few vital thoughts that will help a student turn into a star employee because all is not hunky dory when you step into the work world. Tips by our author will help teachers cascade meaningful messages to their students with regard to work life especially when you step into the corporate world.

A digital native may not appreciate the value of a library. However it is important to understand that our libraries are valuable resources that helps the students to gain access to not just books, but all types of educational materials, trainings, courses, scientific publications, journals and magazines. Libraries are here to stay and the words of our librarian from our management college only reinforces that!

The trajectory of becoming a teacher is a journey by itself. How wonderful would it be if you gain employment as a teacher in your own alma mater. Our other author brings this reflective piece which talks about her growth from a student to a teacher educator. Her experiences especially with digital teaching-learning scenarios are something each teacher would relate very well.

A peek into the programs conducted, a visual glimpse at various events organised by the CTD, feedback from participants and a sneak peek at the Azad ka Amrit Mahotsav celebrations of all the institutions, we bring it all to you as a bouquet! A special page is dedicated to talents and special gifts of our employees titled Employee Space.

The best thing about learning is that it can create a spark in someone. We do not know how, when, where this will happen. But it's worth all our every effort!

Enjoy reading the latest issue of Adhigam.

Warm regards,
Vidhya Satish and Suma Nair

S.GANESH

Managing Committee Member



In an ever-changing fast paced corporate world, training and development is an indispensable function. There is enormous value in organising proper training and development sessions for employees.

Training allows employees to acquire new skills, sharpen existing areas perform better, increase productivity and be better leaders. Since an institution is the sum total of what employees achieve individually, organization should do everything in their power to ensure that employees perform at their peak.

Training can be for various needs of the employees. For new employees it can serve as a platform to get them speed up with the induction process of the organization and address any skill gap. For existing employees, regular training sessions enables them to iron out any shortcoming and can be focused on the needs of the organization enabling employees to update their skills. It also helps employees update their knowledge and enable them to keep abreast of latest developments in any field of their work. It goes without saying that if shortcomings are addressed by regular training, employee performance goes up resulting in satisfied employees which in turn increases productivity.

SIES Central Training Department has been in the forefront of addressing the needs to prepare our employees to face increasing challenges in a fast changing work environment. It has transformed SIES into a learning organization and encouraged a culture of continual learning among employees. The institution's progress in the last decade is proof of the efforts put in by SIES CTD and the degree of success it has achieved.

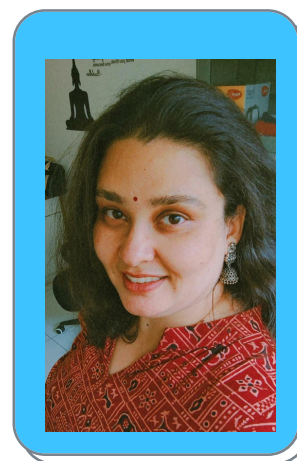
As SIES marches towards its centenary, I envisage a greater role for CTD in future in meeting the challenges that lie ahead. I wish them very the best and am very confident that they will raise their bar to meet our goals in future. ■ ■ ■

S.GANESH

PROF. SAANCHI BHIDE

Assistant Professor and Manager- Placements

SIES School of Business Studies



NO ONE TOLD ME HOW MUCH OF HARD WORK IT WOULD BE!

Recently, in a conversation with a student who was placed through campus placements in one of the big fours, I casually asked, "how is work?" Instantly came the reply "Everyone said life is set in the Big 4's but no one told me how much of hard work it will be after I join them. My 12-14 hours are at work easily". He added we all feel the same.

For a lot of students this transition from being a student to being a professional kicks in stress, anxiety, and severe performance pressure. Students at college level are not used to the change and the fast-paced culture of the organizations. Institutes give them a flavor of the corporate world but there is a gap. There is a lot of talk, discussions on preparations for the job interviews but job readiness sees less light. How prepared are these students to take on to these challenges in the first year of their jobs? Can we as educators make a difference? How?

There are several things students study at college, putting them in perspective and making them realize it would make their first year at work a lot more productive and easier. A few I could put in words below:

1. Astute self-assessment and expectation alignment: The initial point in the career development process is recognizing your skills, values, interests, and inclinations to ascertain what types of positions are of interest and would be a good fit. Simultaneously it is also imperative to understand what the institute placement scenario is. Would the recruiter look for different skills and role in a student making them more eligible for employment. Critically reviewing these aspects and then making an informed decision makes accepting and settling into the new role easier.

2. Information Literacy: The ability to locate, assess, and efficiently use information in the proper context and situation is critical since information is easily available and moves very swiftly. This is the essential part of being a successful student. This ultimately showcase their understanding of key concepts in the workplace, information and knowledge which are used for reports, presentations, white papers, sales collateral, marketing material, and more. In the first year of employment more than having information, using information in the proper context would make them efficient. Locating the required information and using it in the required context will ease the pressure.

3. Moving out from comfort zone to growth zone: It's easy to get stuck in our ways, but this can lead to complacency – a hallmark of being in the comfort zone. We tell students that success comes often when you move out of comfort zone. Moving out of comfort zone is scary. Beyond the comfort zone the first zone we get into is fear zone. With comfort, the familiarity is our frenemy (A friend we depend on, yet who also keeps us below our highest potential.) The fear of unfamiliarity makes us stay in the comfort zone. This anxiety is provoking but if we persevere to stay long in the fear zone, we enter the learning zone, where we acquire new skills. This learning zone expands our ability to reach greater heights and enter into the growth zone.

The journey from comfort zone to growth zone is never linear. It goes through the troughs, peaks, and plateaus. This makes one want to come back to the comfort zone periodically and leave again when we feel ready. Accepting and appreciating the steps makes facing uncertainty tolerable.

It is important to build a mindset for growth zone by making that appreciate they are adaptable, they have ability to withstand their fears and doubts and can reframe stress.

4. Responding to failure: Successfully moving forward after failure shows resilience—a skill every employee needs, and every employer covets. We are working and living in increasingly uncertain and fast-changing systems.

Letting failure happen, embracing failure, failing forward are better responses to failure. "What did we learn? What do we do better next time? are questions that make failing forward easy". When a child falls while trying to walk we as parents never say "You will not be able to walk", "You are not made for this", "Why don't you try anything else instead?". Rather we encourage them to hold something and try to walk or change their footwear or hold their hand and comfort them to become more confident. We often ask what can we do better to ensure they can take their flight and slowly and steadily walk. The same is true for teaching response to failure to our students. We must get more comfortable with making mistakes and learning to failure better. Learning from fail is a skill we can all practice.



5. Critical Thinking: Critical thinking is the ability to think fairly, disengaging yourself from personal bias, emotional responses, and skewed opinions. It entails using the data at hand to make a reasoned choice without falling prey to the temptations of a reasoned choice simply because they've always been done a certain way. It allows you to disconnect from the way you feel about a situation and make a decision based on the facts and information of the situation rather than your emotions.

While the students are fresh out of college, they attach emotions to situations and interactions at work. Many times, this leads to a disruption in the team working and its dynamics and eventually the outcome at the organizational level.

Critical thinking can be practiced. If awareness and practice before they enter the corporate world is ensured, it would make their first year at work easy.

The student's readiness in these aspects defines our success. These students who are job ready perform to their highest potential right from the first year. They are seen as high performers and we, as an institute, are seen as ones who shape and deliver these performers to the corporate world.

Learning opportunities like these gained in college that transfer to the workplace always give the student a better start to their careers.

From "it is so much of hard work" to "I feel confident, and I will outshine" is a journey whose foundation needs to be laid early. No individual knows everything, and most people have moments of that feeling they are imposters trying to prove their competence and worth. For every opportunity they are unsure if they are competent enough to do it. The above ideas are a reassurance of their competence from their alma mater. ■■■

MS. PALLAVI JADHAV

Librarian- SIES College of Management Studies



LIBRARIES - AN ASSEST FOR HIGHER EDUCATION INSTITUTIONS

The first year of college life, especially the expectation with lot to absorb is challenging for some of the students. It is indeed a battle to understand what resources are accessible and how to use them best.

At the point when students head off to college, they will probably be equipped with a PC that can get to the web and a universe of data. So, for what reason would it be a good idea for them to invest energy in the library?

Resources at SIES libraries help the students to grow in the learning process thereby making it memorable. Here is a more intensive look at six pivotal points for why the library is fundamental to students' achievement during their academic journey.

1. Assists students to establish themselves in the college community: To be visible in campus, you should be where students are. At college, some groups of students are many times tracked down in the library, diving into the resources to do research, writing papers and working on projects. Being a regular in the library can assist you with becoming known inside the college local area, and it can set out open doors for new fellowships to create opportunities for new friendships.

2. Spark creativity: Libraries can aid in changing your setting. It can enable one to bring out the creative energy in themselves. As the student researches and reads through magazines or scrutinizes assortments of fine arts, innovativeness is accelerated. At the point when you go to the library, you change your setting. This can get your innovative energies pumping. Likewise, the assets at the library can spike innovativeness as you dig into crafted by others, flip through magazines, or scrutinize assortments of fine arts. Innovativeness is important for the vast majority college projects, so tap the assets accessible at the library.



3. Teach the power of research: No college project is finished without research, and the library shows to students how to explore well. Librarians can assist to library users with tracking down assets / resources to accommodate their project and they might walk understudies through referring to those sources once they track them down. Libraries offer high-level research techniques to the students and thus hones this pertinent skill in a student.

4. Provides a digital detox: Today's students see themselves engulfed in great deal of technology. This can lead to digital advanced fatigue. Numerous understudies even use eBooks for their reading material, so they are rarely away from a screen. Venturing into the library can consider a computerized detox.

5. Infrastructure and Library atmosphere; provide a productive environment and allows Privacy + creates a Sense of Calm: Studying at home atmosphere at times is challenging. When a flat mate needs to talk or a companion comes with some fascinating gossip, the student loses the focus. In the library a study environment with calm corners and study rooms allows one to get a lot done. Studying in library is often more effective as they are quiet spaces. Libraries helps the student to concentrate and study, especially giving some much needed privacy while working on projects.

6. Unique Resources: The library offers far beyond what you can track down on the Internet. The SIESCOMS Library and Learning Center, offers more than 35,000 + books and 4 dedicated online database platforms. We also have photocopying facility for students to easily replicate items for projects, and we have internet-enabled computers to use. Book fairs, exhibitions, book review and many other interesting events are organised by the library committee. These unique resources set students up for success. We even have an inhouse virtual library that helps students reach out to the information resources in case they are unable to visit physically.

The Center for Career and Professional Development (CAS) at SIESCOMS assists students to foster scholastic abilities. This is carried out through consultations and one-on-one coaching. Assistance is offered to hone skills such as writing and questioning skills. Academic and study skills are fostered by way of webinars.



CAS also offers assistance to students when they search for employment or internship. Building an impressive resume, creating a portfolio, and even dressing for success are carried out by organizing workshops, individual or group sessions, printed handouts and/or audio instructions. All attempts are carried out to enable the students to become industry ready. The role of a library is just not providing reference material. A library thus becomes a center of activity when the aforesaid aspects are given due consideration and recognition.

In addition to SIESCOMS Library, offers extra assets for students. The Center for Academic Success aims to assist students with reinforcing their scholastic abilities with offerings that include consultations and one-on-one coaching. Whether battling in a class or getting A's and B's, everybody can utilize an additional arrangement of eyes on a paper or help with a challenging homework assignment, Projects. The Center for Academic Success (CAS) also helps with honing writing skills and answering writing questions and provides webinars on important academic and study skills.

The Center for Career and Professional Development gives assistance to students as they search for employment and internship opportunities like business and temporary job open doors. This includes help with learning how to succeed in an interview, build a resume, create a portfolio, and even dress for success while searching for work. Workshops, one-on-one help, group sessions, and even printed handouts or audio instruction all work together to help students find a career that fits.

As students search for a college that will assist them in progress, search for one with a wealth of resources in the library. Reach out to an admissions counsellor today to learn more about SIESCOMS and our resources that set ■ ■ ■

MS. KAVITHA KRISHNAMURTHY

Faculty Member- SIES Institute of Comprehensive Education



MY "TEACHABLE MOMENT"- A RETROSPECTIVE JOURNEY FROM A STUDENT TEACHER TO A TEACHER EDUCATOR

“What do you aspire to be? What are your future plans?” Do these questions sound familiar? Wondering where you have heard these most common, sure shot questions? Just reverse your time frame and revisit the nostalgic years when you had just completed 10th grade or even your 12th. As I am writing this, I wonder, was I the lone confused soul not being able to decide what I wanted to pursue as a career or were there others also sailing in the same boat? I am sure 90% of us would have gone through this phase of our life. As for the remaining 10% geniuses whose future plans were sorted, three cheers to their successful careers! There always has been a tug of war between your interest, your likes, your dreams vs the reality, the scope and the financial aspect. It would have been just like the crucial 20-20 matches. Which side wins decides the entire journey ahead. My story was no different. Tough decisions were taken after consulting and listening to all the knowledgeable, ready to help career counsellors around me and a leap towards the unknown path was finally made by me.

My graduation and post-graduation in the field of textiles helped me take up jobs as a merchandiser and designer. But even after taking up jobs in these areas, there was something missing as they did not help me in deriving the satisfaction that you yearn for at the end of the day. Soon the realization dawned upon me that this was perhaps not my cup of tea at all. Years passed by with an aimless search for the right career and in the meanwhile other distractions got the better of my attention.

But as they say everything happens at the right time, my time finally came when I got to know of the ECCE course available at SIES Institute of Comprehensive Education. My relationship with SIES ICE started from that very moment. Never had I imagined a career as a teacher. In my younger days, being a teacher was perhaps the last on my list despite having teachers, principals, and vice-chancellors in the family. However, something clicked and then there was no looking back. The whole course was very difficult and demanding at every turn. Balancing the academics after a long gap with the normal routine at home was indeed taxing.



But as we say in ECCE terms, my “teachable moment ” had come and so the strong intrinsic motivation led me through testing periods successfully without wasting time thinking about demotivating doubtful questions like, “How will I manage all of this?” Why did I choose this?” and many more like these.

Managing the demands of a joint family, being there to guide my two children in their schoolwork, fulfilling the internship requirements, participating in the various events, studying for exams, submission of assignments became a part and parcel of my daily schedule. The course taught me to plan my day’s agenda by giving proper priorities as required. My entire year in the Post Graduate Diploma program in Early Childhood Education (PGDECE) program offered me lots of opportunities to learn. The various platforms throughout the program helped me to shed my inhibition. What started as a doubtful journey soon changed into a interesting goal. Adapting to a classroom atmosphere amongst peers of diverse age groups after a very long time, working and sharing ideas with varied groups, casting away the shyness to participate in different activities were the hurdles that I came across every day, and they seemed difficult especially for me due to the big gap. But then as rightly quoted by Dr. A. P. J. Abdul Kalam, “Difficulties in your life do not come to destroy you, but to help you realize your hidden potential and power. Let difficulties know that you too are difficult.” and so I was introduced to my true potential. I became aware of the truth that, ‘Everything is in your mind.’ “Faith can move mountains and your doubt can create them.” This anonymous quote says it all.

All this would not have been possible without the continuous support and motivation of my “GURUs”. This is where the importance of a Guru / teacher became clear. And so, to become a teacher and understand the responsibilities that come with it, became my goal. I finally knew what I wanted to be and was blessed with the opportunity to become a faculty member in my alma mater. This was indeed an achievement and the excitement that I felt was the same as a small baby taking its first step as it learns to walk.

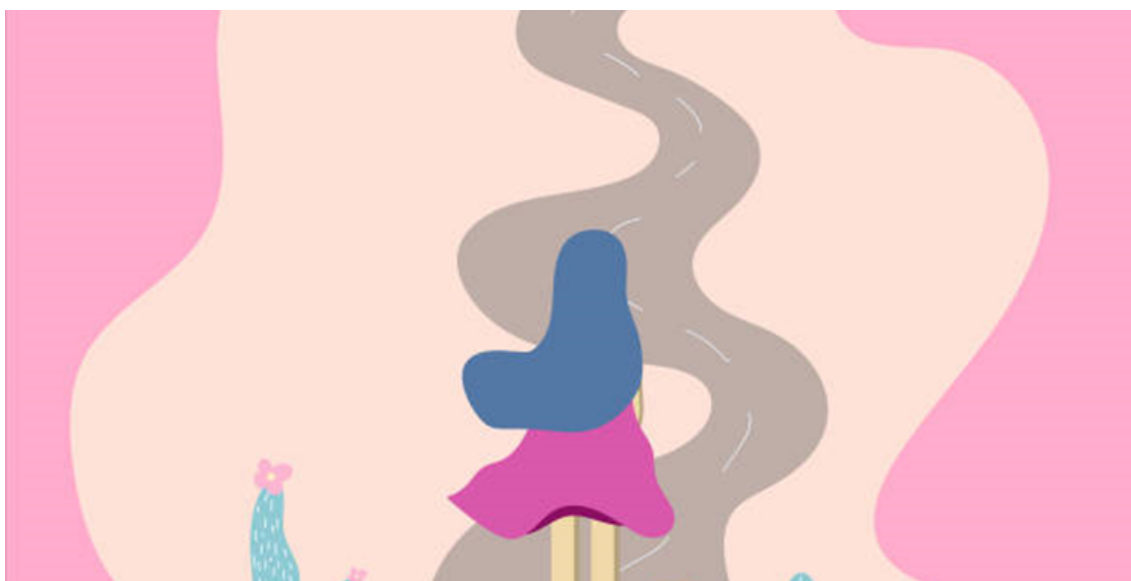
If anyone is wondering how lucky you are to be a teacher, or what an easy job it is to take up teaching as a profession, or reveling in the joy of being the boss of your classroom or rejoicing in the thrill of setting difficult papers and enjoying the perplexed looks in the eyes of your students, let me tell them that the grass will always look greener on the other side! The teacher has a larger duty to make sure that she passes the knowledge to her students with full dedication, ensuring that there is 100% information transfer and positive benefits attained by the students. This is a Herculean task for which as a teacher one needs to prepare in every possible way.

My journey as a teacher also started with the first task of making myself adept to the challenges that I would be facing as a teacher. Under the guidance of my seniors and our Director could learn many things. When the entire world was courageously fighting the battle against the pandemic, all the educators were also preparing to confront the unknown surprises that they would have to face in the field of education. We also had to face lots of challenges. The 360 degrees turn in the mode of teaching was welcomed by each one of us at SIES ICE, as we underwent extensive training in using new applications to make the teaching learning experience as enriching as it would have been in the offline sessions. No stones were left unturned in the efforts taken by us. The impact that all these changes and challenges had on our mental health cannot be measured. We had to remain positive and retain our calmness if we had to not let the education of our students suffer and this, we could achieve successfully thanks to the wonderful teamwork and support under the guidance of our mentor, Dr. Vidhya Satish. The constant motivation from our director, willingness of the team members to get equipped with new means of teaching, teamwork and constant support offered by all in the team at any given point of time helped us to emerge triumphantly after these two years of pandemic.

When I was asked to write about my journey from a student to a teacher trainer, I thought that maybe this is a good opportunity to look back and introspect my achievements in these past years. And when I came across this wonderful quote by Don Williams Jr. I instantly felt the connection to the wisdom behind it. He says, “the road of life twists and turns and no two directions are ever the same. Yet our lessons come from the journey, not the destination.” The twists and turns in my journey have also helped me evolve as a person. I have understood that there are teachable moments in everyone’s lives and these moments are the right moments which will help you reach your destination. One needs to believe in oneself, be conscious and aware of these moments and grab the opportunity that arises at the right time. I have also realized the importance of teamwork, importance of a good leader, importance of having a proper working atmosphere and relationship with your teammates because all these work as the helping force behind your success. I am glad and thank my lucky stars that I was blessed with all of these which have helped me reach where I am now, but this is just the beginning of my journey and I have a long way to go.....

I would like to conclude with these beautiful lines from a poem written by Robert Frost.

“The woods are lovely dark and deep,
But I have promises to keep,
And miles to go before I sleep,
And miles to go before I sleep.”



DETAILS OF SIESCTD PROGRAMME CONDUCTED FROM MAY 2022 - AUGUST 2022

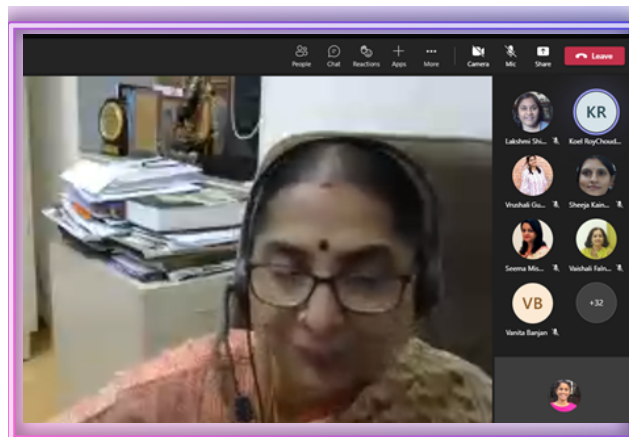
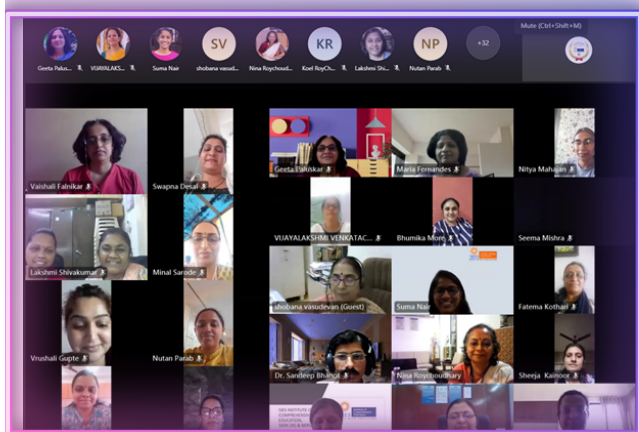
Program Date	Title	Beneficiaries	Faculty
5th May 2022	Webinar On Documentation Management	All staff	External
10th May 2022	Webinar on Intellectual Property Rights (IPRs)	Students	External
21st June 2022	International Yoga Day	Support Staff	External
28th June 2022	Workshop on Performance Management System	Leadership Team	External
30th June 2022	Webinar on Intellectual Property Rights Acts. - 2 Batches	Students	External

DETAILS OF SIESCTD PROGRAMME CONDUCTED FROM MAY 2022 - AUGUST 2022

Program Date	Title	Beneficiaries	Faculty
15th July 2022	Workshop on Super Brain for Super Study Skills	Students	External
5th August 2022	Webinar on Intellectual Property Rights (IPRs)	Students	External
8th August 2022	Webinar on Intellectual Property Rights (IPRs)	Students	External

GLIMPES OF PROGRAMME

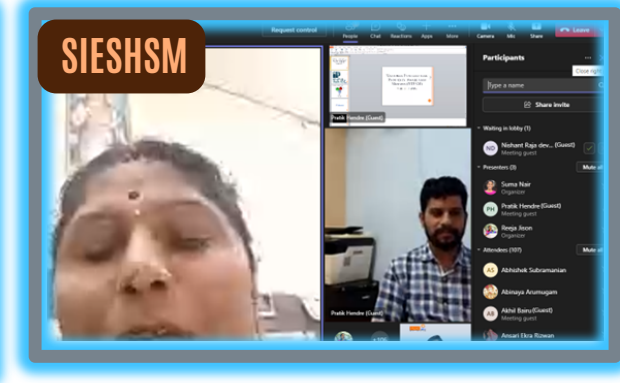
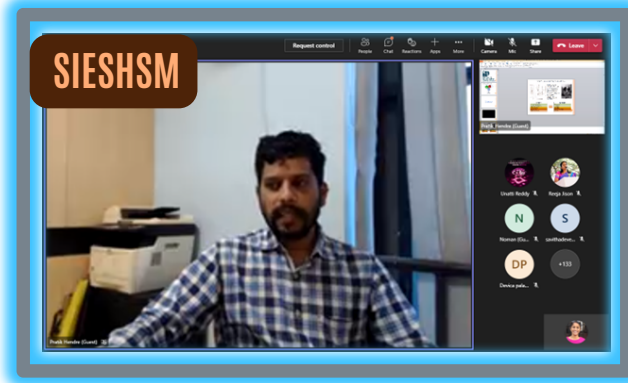
Webinar on Documentation Management



International Yoga Day



Webinar on Intellectual Property Rights



Workshop on Super Brain For Super Study Skill



Workshop on Performance Planning & Management Systems



FEEDBACK OF PARTICIPANTS

WEBINAR ON DOCUMENTATION MANAGEMENT



"The webinar was very informative on what details are needed for documentation and the importance of documentation"

Ms. Sugandha Jha – Faculty of SIESASCN

"Excellent and practical suggestions were provided by the speaker" - Dr. Lakshmi Muthukumar – Faculty of SIESASCSW



WORKSHOP ON PERFORMANCE PLANNING & MANAGEMENT SYSTEMS



"The workshop was well-organized, and speaker was very interactive and engaging." – Faculty of SIESGST -Dr. Deepti Reddy

"Good initiative. Detailed program on planning and evaluation of appraisals" – Vice Principal - SIESCE- Ms. Sangeeta Kore



WEBINAR ON INTELLECTUAL PROPERTY RIGHTS (IPRS) .

SIESCE- STUDENT

"The session was very informative and help me gain knowledge about various areas like patent, copyright, etc" -student – Aastha Fernandes -TYBMS- Student

"Got to learn many new things about IPR, Patent, copyright any many more. I would like to attend such similar kind of programs." -Mansi Jayesh Bhanushali - TYBMS- Student

"It was helpful for the IT students, had gained more knowledge about digital" - Yadav Sudha Venkatesh- Student – FYBSCIT

"It was certainly very helpful and interesting to get familiar with new words" –Daksh Jain– Student – SYBAF

SIESASCS(W)

The webinar was very much interesting, I was fascinated with it. I have learned many things and would like to attend more kind of programs.- Fawzaan Sayyed - SIESASCSW- Student of BMS.

Detailed knowledge about IPR & how invention and patents work. Please conduct program on Patenting.- Dhanshree Rajesh Sandanshiv- Post Graduation Diploma in Packaging Science & Technology- SIESSOP.

SIES TALENT SPACE



अपना-पन

आईने में अपनी परछाई देखकर
खूबसूरती ढूँढने से अच्छा
किसी इंसान का दिल जीत कर
अपनी पहचान कर लूं।

उमीद

जिंदगी में मेरी कुछ मायूसी छुपी हुई थी
मुझे कुछ करने की चाहत ना थी,
तुम्हें साथ पाया तो उम्मीद जाग उठी,
जिंदगी फिर जीने की तमन्ना जाग उठी।

श्री. मनौहर वसंतसाकुखे

एस.आई. ई. एस महाविद्यालय कॉमर्स आणि
इकोनोमिक्स सायन (पूर्व) मु.जं.४०००२२.

AZADI KA AMRIT UTSAV CELEBRATION IN SIES INSTITUTION

SIESAPJ school



SIESASCSW



SIESIEM



SIESICE



AZADI KA AMRIT UTSAV CELEBRATION IN SIES INSTITUTION

SIESGST



SISSOP & SIESIEM



SIESCE



SIESCOMS



AZADI KA AMRIT UTSAV CELEBRATION IN SIES INSTITUTION

SIESASCN



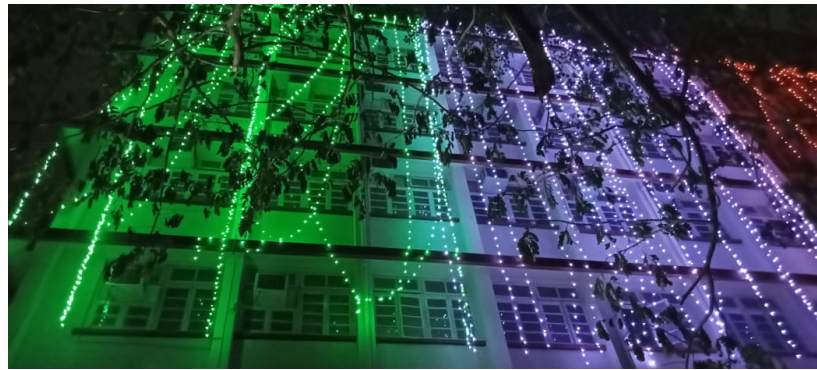
SIESASCSW



SIESCOMS



SIESCE

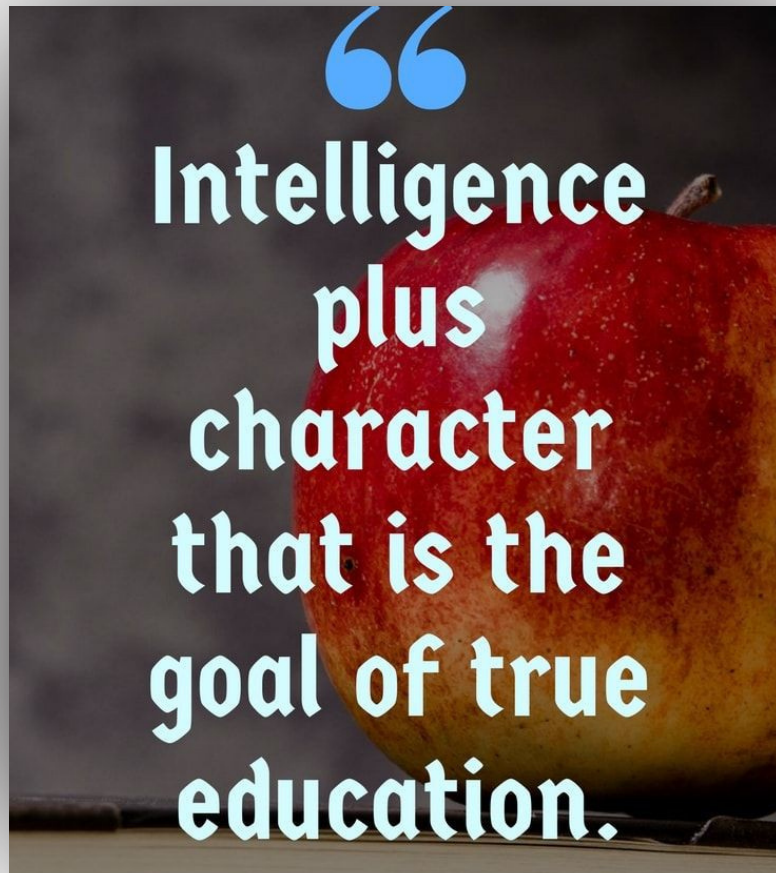


SIESHSHM



SIESAPJ





CALL FOR ARTICLES

We Invites Articles (around 800) from all faculty/staff to make the newsletter interactive learning forum by sharing learning/ideas. Send us the write-up articles by 10th Nov 2022 at suman@sies.edu.in

Phone:022-61196486 | Website: siesctd.sies.edu.in