



**CYCLE 1
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**S. P. B. PATEL
ENGINEERING COLLEGE**
SAFFRONY INSTITUTE OF TECHNOLOGY CAMPUS

Report on ‘Outcome Focus & Goal Orientation’

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Training & Development Consultant

Duration: 10:00 am to 05:00 pm

Venue: Seminar Hall, Saffrony Institute of Technology, Linch, Mehsana

Introduction and Objective:

This is the session in the series of faculty development process. The overall objective of this session is:

- To focus on implementation of the previously learned things.
- To focus more on the result or outcome oriented approach
- To improve our capabilities by declaring our goals.

This session focuses more on setting the goal, achieving that goal and then to improve from that last achieved goal.

Workshop details:

Morning Session:

As per the tradition, the session started with the peaceful prayer. This actually helps us to find the inner peace and motivates us.

Kamal sir then started his session and told us that he has read all the 52 reports and from that he said some points. Some of them were good and some of them were suggestions that we should take care of while writing the next one and those points are:

- It was observed that some people went on the google to get/collect more information on the case studies, examples etc.
- People searched more details about the case studies, f.i. on Manshukhbhai and Sakrabhai.
- It was observed that in most of the reports, future plan of action was missing and that should be included in the report.
- Some people used “save as” option wisely.

After that Kamal sir has asked about the implementation of the learning taken from the previous session. Well to make the session livelier and interesting, Kamal sir has brought some fake currency notes along with him and he distributed the notes to the members who shares any good experience of him/her related to the question. It was then observed that more people have started sharing their experiences and it was becoming difficult to move towards the main session. For example, Vishnu sir has shared his experience on improvement in the counselling style; Kunal sir has shared that how he used the learning from the previous session to solve a problem of hackathon students for the design of a helmet, etc

Elevator activity:

In this activity, Kamal sir has told us that you are trapped in an elevator and there is no way you can come outside. So what will you do to come outside of an elevator? In the process of this activity, we have given so many solutions but it was deliberately rejected by Kamal sir. It was because in the real scenario, we may come across a situation where we have failure in every solution we propose and we start thinking of dropping that project or idea. But even in the worst condition, we always think of getting out of the elevator.

Post break-1 session (11:46 AM):

Katrina ka Swamvar: Kamal sir had to present a topic on branding and marketing. He wanted to make the session lively and interesting. So he kept on thinking on how to make it interesting. He has made a presentation for backup though. If he doesn't come up with the idea till the last moment, that presentation will work for that.

At that time, He was watching the TV in his hotel room and there was one sjow which was very popular during that time named as ‘Rakhi Ka Swamvar Show’. So sir decided to use the popularity of the show to make the session lively. He made an activity and named it as ‘Katrina ka Swamvar’. He took help from one member from that organisation. He told him to be dress like a lady and be Katrina. In this activity, each team had to select one eligible person from their team and all the members have to convey Katrina to marry that person and to make a campaign on it.

As an outcome of this activity, team created posters, banners and jingles. But sir told Katrina to say no to every team after the presentation.

Activity-01: Passing the Ball

In his activity, each team is a manufacturer company and each team has to make a product and that product is a ball and that is made by passing the ball to the various machines and that are the team members. This product is then surveyed by the purchase franchise and after checking the quality, they will decide whether to buy this product or not. This activity is divided in to 3 rounds.

At the first the process to manufacture a ball is: Each team has to pass the ball to the other team members but under the condition that, respective member cannot pass the ball to their neighbours and repetition of the member is not allowed. All the teams have cracked the pattern easily.

In Round 1, each team has to pass the ball from one member to the other and this process needs to be repeated by 7 times. In this round, Kamal sir didn't tell us to finish this activity in any time. Hence, we have finished our task in around 50 seconds.

In Round 2, we need to finish the process in 21 seconds otherwise our contract with the franchise as 21 seconds is the standard time. We have made our strategy based on the previous mistakes and we have finished our task around 22 seconds. As have shown very high amount of improvement, our contract did not go away from our hands.

In the 3rd and the last round, Kamal sir said that we need to give the target that how much amount of time we require to finish this, but that target should not be greater than the best result and that was 15.91 seconds. We have made discussion and gave our target as 15.5 seconds. Again we came together and set our strategies and this time we have done it in 13.69 seconds.

Outcomes from this activity:

Kamal sir has explained in the end that the activity that we did is the same process at every organisation. As they want good quality but in less time, before the deadline. For example if there is one wafer manufacturing company manufactures 100 packages in 1 hour and someone says that I'll make a machine that will double this rate and obviously the company will look forward to that guy. This is the requirement in every organisation. Improvement is the key to survive in this market. For example: RelianceJio, Vodafone, Nokia, Mi.



Image courtesy: <https://www.quora.com/>

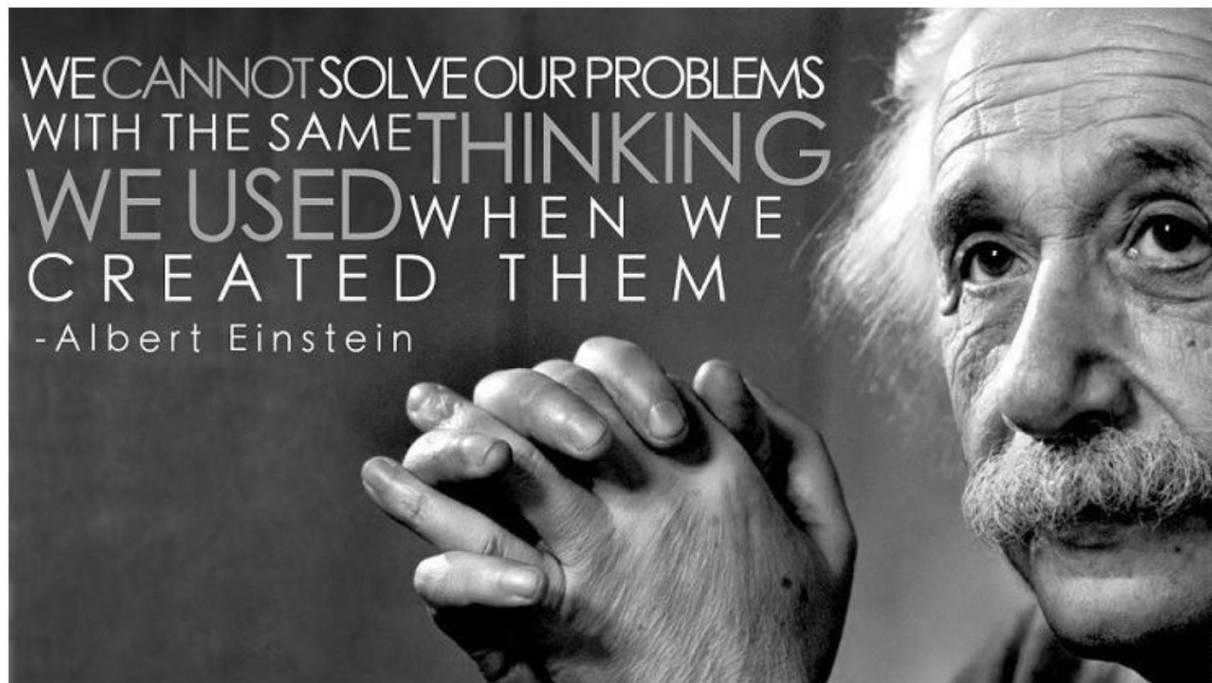


Image courtesy: <https://leancor.com/>

Continuous incremental improvements over time are viewed as desirable and can translate into improved quality, reduced costs, simplified work processes, less waste, and improved customer satisfaction and profits.

Benefits of Continuous Improvement

- More engaged employees
- Lower employee turnover
- More competitive products & services

- Better customer service
- Having a proactive learning culture

In Round-1 most of us have showed the laid back approach as in this round no deadline was given.

At the same time in Round-2, people were more active as there was a deadline and a fear of losing the contract and so the approach has become result oriented. But in the Round-3, people themselves have given the target and that is why they were more enthusiastic to achieve that target and hence achieved the best result in the last one and so in this round people have shown the smart work approach.

We set the target 15 rather than 14.5 and this is called exceeding the expectations. Under-promise, over-delivered. Improvement is limited by physical capabilities. Where physically capabilities are limited, automation starts. Passing the ball in pipe-type position.

If a student goes to an industry and tell the industry person that, why is your product developed in 4 days, I'll make a machine that will make it in 3 days. That student does not need any placement guarantee. Next time using this technique, we can raise it to a new level in every activity like Robocon, hackthon, BAJA.

Post lunch session - 2.15 pm

The session has started with the discussion on thoughts that came on our mind based on previous session. Plan of action includes the learning in your individual activity. After that,

saffron cash has been distributed to all the teams based on the scoring of pass the ball activity.

Ring-Toss Activity:

In this activity, there will be three rounds and in each round team will get 4 attempts. Team will select one member in each round and that member will get 4 rings that needs to be tossed on a bottle placed in front. In this game, there are 5 places to keep the bottle and that is placed on a score plate 50, 100, 200, 400, 800 and 1000 from near to close respectively. That member has to tell the target at the beginning of the round and that member can then move the ball one step forward, on the target or one step backward to the target at the beginning of any four attempts. Now after each 4 attempts, for highest achieved will get full marks and lowest failure will get -50% marks.



Outcomes:

1. In this game we have declared target where in fair, we don't have any targets in our mind. It can be concluded that declared goal brings focus.
2. We need guarantee for success. So we lower down the target. That means we are working below our capacity. Well in that case there is no growth. To maintain your ranking, playing against Zimbabwe is not a good strategy because in that case though we maintain our ranking but there is no growth in our performance. The growth is of Zimbabwe.

3. In this game, there is applaud from the team after successful attempt so we are motivated to do it again.

4. Mathematic facts:- There are 4 teams, 3 rounds, 4 attempts = 48 attempts. Out of 48 attempts, zero attempt on 1000. That means we have made our game of 800. We never tried for 1000, though there was guarantee of 40% success rate.

Conclusion to play this game:

First attempt on the highest number, if get success in first attempt the next three should be on the lowest and try to make every attempt successful. But if we get failure on first attempt, keep on trying on the highest for the next two attempt. For the last attempt, fail deliberately. two type of people, one declares the target if he misses then also there would be minimum margin of error and one hides it from everyone, he tells everyone that this was my target after achieving anything.

Post break-2 session (4:15 PM)

After this break, Kamal sir has told us to rotate our seating position in a clockwise manner.

Importance of changing the seating location:

- It breaks monotony
- To bring them out of comfort zone
- There is locational advantage and disadvantages. Ac flow, heat, suffocating.
- To distribute these advantages and disadvantages equally.

After this discussion, Kamal sir has distributed saffrony cash to all the teams based on the performance of the ball-toss activity.

Arunima sinha case study

In the session of power of declared goals, Kamal sir has shared a life thrilling and motivating story of Arunima sinha. Her story is a journey from broken legs on the railway path to the top of the Everest. It would be very difficult to express and feel what she felt but moral of the story is there is no strong motivation you require than yourself. Self motivation is the strongest motivation.

Uttar Pradesh then-incumbent chief minister Akhilesh Yadav honored Arunima sinha and handed over two cheques for an amount of Rs. 25 lakh in a function organised at her residence in Lucknow. This included a cheque of Rs. 20 lakh from the state government and a cheque of Rs. 5 crore on behalf of the Samajwadi Party. Chief minister said Sinha by her hard

work and determination had climbed the Mount Everest and created history. She was congratulated by the Indian Sports Minister Jitendra Singh on her achievement.

Arunima Sinha is now dedicated towards social welfare and wants to open a free sports academy for the poor and differently abled people. She is donating all the financial aids she is getting through awards and seminars for the same cause. The academy would be named Shaheed Chandra Shekhar Vikalang Khel Academy.

She wrote the book "Born again on the mountain", launched by Prime minister of India Narendra Modi in December 2014.

She was awarded Padma Shri, the fourth highest civilian award of India, in 2015. She was Awarded Tenzing Norgay Highest Mountaineering Award in India same as Arjun Award.

After climbing the Mount Everest Arunima Sinha's next goal was to climb all the seven highest peaks in all seven continents. She covered six peaks, i.e in Asia, Europe, South America, Australia, Africa and North America by 2014. She summited Mt. Elbrus of Russia (Europe) Elevation 5,642 m (18,510 ft), Prominence 4,741 m (15,554 ft) and Kilimanjaro of Tanzania(Africa)Elevation 5,895 m (19,341 ft) and Prominence 5,885 m (19,308 ft). On Jan 4, 2019, she climbed the seventh peak on Antarctica and became world's first female amputee to climb Mount Vinson.

Plan of Action:

- Creatively designed session for each class based on the topics.
- Activity inclusion in the experiments.
- The power of declared goal will help students to make their career more focused hence the importance of this will be conveyed to them.
- Revision on a weekly basis with some activities to remember quickly.
- Creative design of experiments apart from the conventional style: So the students will use their full capacity to solve it and understand the concept very well.

Thanking You,

Prof. Nirav Joshi,
Adhoc Asst. Professor,
Electrical Department.
Saffrony Institute of Technology



**S. P. B. PATEL
ENGINEERING COLLEGE**

SAFFRONY INSTITUTE OF TECHNOLOGY CAMPUS

Report on Outcome Focus & Goal Orientation

Name of Resource Person: Shri. Kamal Dabawala

Designation and Institute details: Training & Development Consultant, Continuous learning Pvt. Ltd.

Duration: 10:00 am to 5:00 pm

Venue: Seminar Hall, S.P.B. Patel Engineering College,

Introduction and Objective:

Outcomes are what we anticipate to succeed when we achieve our desired goal and Goal Orientation means at what level we focus on our tasks and the end results of our efforts towards our tasks. The main objective of this session was to realize each one of us that how these two words '**Outcome Focus**' and '**Goal Orientation**' are closely inclined with each other for any organization to succeed in their goal and at the same time complete that specific goal with all resources and skills which they have.

Workshop details:

Mr. Kamal Dabawala always starts his session with prayer which is one of the best parts which I appreciate the most because I feel that prayer is one of the ways to give our acknowledgment to our god for all the happiness which he has provided to us and Prayer also gives us relief from our pain and right path to face our problems. After the completion of prayer, Kamal sir invited Prof. Chitrlekha Nahar. First of all, she had acknowledged Kamal sir for his efforts, dedication and providing learning opportunities using fun based activity. Personally I feel that he is giving new ABCD to enlighten a best teacher among each of us. She had also summarized all the Faculty Development Programs' objective and key learnings from each of them such as,

**1st FDP - We educated with different
teaching techniques**

**2nd FDP - 'Create your own Music in
every situation rather than noise'**

3rd FDP – We understood different ways of creativity in the teaching-learning process



We had a discussion on report writing activity which we have started from his last session where all the faculty members are preparing reports of their own learning. In continuation of this he shared few points (positive & negative) from our reports.



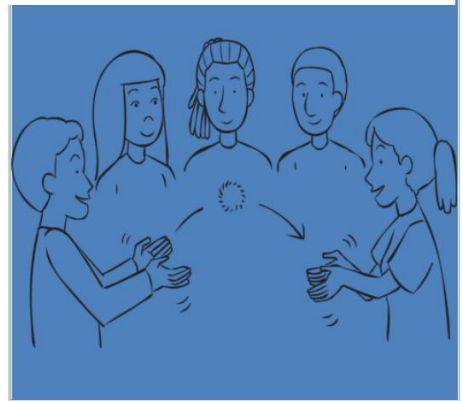
The first topic was the example of **Elevator Problem – Stuck in the elevator**, in that Kamal sir created one situation for all of us where we were stuck in to the elevator. Then He asked us that what possibilities we could have to overcome from this situation. We provided all possible solutions but intentionally he was overruling our answers. At last he concluded that at one or other point we

come to this kind of situation where we find ourselves in this kind of situations. We always go to the easiest solution without giving second thought to that problem.

My Learning, Experience sharing & earning: - It is not necessary that for every problem there is only one solution without going in the depth of that problem and current situation. We should think for all possible solutions. Here I had shared my one of the experiences with all of them of 3rd semester Computer Engineering students' behavior and problem which we faculty members were facing of 18 students. In spite of counseling them multiple times, meeting and calling their parents many a times, we were not getting required results. Everyone including me were thinking to fail them because of this kind of attitude. With all these, finally I decided to go their home, meet them personally to find out the real problems. So I went to one of the students' home, Manav Barot, discussed all the points of his with him and his parents. At last they all were very positive about our institute and efforts we are giving to each student. Then he promised me that he will surely come and complete remaining task and also he gave surety that he will also bring one of his friend who was also one of them. Next they both came and started working on their subjects.

It is rightly said that right efforts with right intentions are always well paid and I got 2000 bucks from the Kamal sir as a reward. This time sir came with this motivating monetary concept which created more enthusiasm between us. Actually it was a competition between teams and an individual who so earn highest as a team and an individual participant will get surprise gift from him at the end.

Hence forth we played one activity called **passing the ball**. As name suggest, the activity was that we need to pass the given ball to our group members by following certain rules. We followed all the rules in each round. But there was a twist in that activity and we realized during first round that it was not just an activity but it was a competition based on time between all the teams. One who will finish in less time that team will win the activity and obviously bucks also. There were total three rounds. We tried our best but unfortunately we got 3rd rank. We enjoyed this activity.



My Learning & team earning:- The activity was not just about the ball passing but how we as a team face the challenge by considering all points and try to achieve highest result out of it. For any situation if we work as a team, try to understand situation, act and reply with proper planning as a team then definitely we can achieve a lot. During the activity Kamal sir told that lowest time was to 21 sec then the next moment every team wanted to achieve that target by any means. We were also one of them. I found that till sir had not shared that benchmark all the teams were running for different goals and just wanted to beat each one of them but after this all the teams were playing for common goal by stretching their limits.

We stood third but still we got **3000 bucks** as a reward but this time as a team.

Again we had a sharing moments from faculty members where some of them had shared their learning from other teams and also their own experiences.



Lunch Break & overall result:-

Before lunch break we were at **second place** as a team and I was first as an individual participant.

After lunch session we had a one more interesting activity. I am not able to give exact name but it was tossing the ring which we played during our childhood days when we went to any Fair. We had the same game with different aspects where each team will get three chances for tossing the ring. There were three rounds. In every round each team had to nominate one player to play this activity. Kamal sir had brought different six cards on which he had mentioned some figures like 50,200,400,600,800 and 1000. These were actually points which we needed to earn while tossing the ring. He also gave one bottle which we had to put on any above cards and on that we were supposed to toss the ring to get corresponding points



After selecting desired number, we had to choose our target that could be an above or below number from the selected number. We could change target for each ring. Then Kamal sir clarified the main condition which was like if any player is not able to toss the ring at desired position and ring lands before or after that number then that team will be rewarded with half of that number. It was like maximum and minimum gain for that round.

My Learning & Team's struggling: - So what I understood from this that we always try to look for the nearest benefit or advantage without considering the long term gain because we feel that it has more risk and chances of failure. Actually it is nothing but our fear of losing and due to that we end up minimum. We do not test our ability just because of that invisible fear which is pushing down to us. We all have two ways, first we can work without any target and whatever we get we show them as our achievement or target. Second, we set our target and stretch ourselves to achieve that target. Meanwhile if we can also see for the next level if in case we have while achieving our target. We should keep on looking for next opportunities.

We tried our best unfortunately we stood last after all rounds but we learned a lot from each phase.

After that we had a very good discussion on this activity. Kamal sir had very well connected to this activity with our academics. Then we went for small break.

Case study - Arunima Sinha - world's first woman amputee to scale Everest: -

In the last session, we saw documentary movie of Arunima Sinha who was the first female Indian amputee to scale the Mount Everest, a feat which she achieved on **May 21, 2013**.



I had heard about her during Dr. Vishnu Awasthi's counselling session during our admission season but on today I had gone through her complete life changing story. She is the one who can inspire all of us and specifically the one who have gender biased thinking approach. It was one of the finest things from all the sessions till now we had from Kamal sir.

That was inspirational in spite of all sufferings through which she went in 2011 such as she was pushed from a running train by some robbers; her left leg had to be amputated below the knee, rods in right leg and multiple fractures in spinal cord and many more.

“ I resisted and they pushed me out of the train. I could not move. I remember seeing a train coming towards me. I tried getting up. By then, the train had run over my leg. I don't remember anything after that.”^[1]

She went through extreme depression due to the rumours which were highlighted by medias, such as **“According to the police, she was either attempting suicide or met with an accident while crossing the railway tracks.”** That was really sad that a lady who was a former national volleyball and football player treated like this in her worst days.

While still being treated in the All India Institute of Medical Sciences, she resolved to climb [Mount Everest](#)^[22]. She was inspired by cricketer [Yuvraj Singh](#) (who had successfully battled cancer) and other television shows, "to do something" with her life.^[23] She excelled in the basic mountaineering course from the Nehru Institute of Mountaineering, Uttarkashi, and was encouraged by her elder brother Omprakash to climb Everest. She climbed Mt Everest with a [prosthetic leg](#).^[24] which was arranged by raising funds with the help of a swami of [Ramakrishna Mission, Vadodara](#).^[25]

She contacted [Bachendri Pal](#), the first Indian woman to climb Mount Everest, in 2011^[22] by telephone^[24] and signed up for training under her at the Uttarkashi camp of the Tata Steel Adventure Foundation (TSAF) 2012.^[26]

Sinha climbed [Island Peak](#) (6150 metres) in 2012 as preparation for her ascent of Everest^[27]

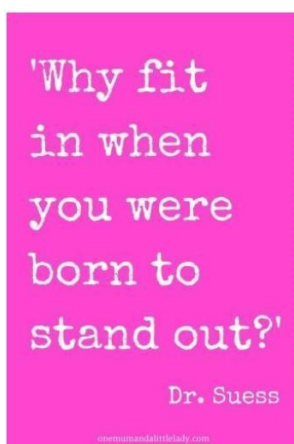
Sinha and Susan Mahout, a USAF instructor, who had together climbed Mount Chaser Sangria (6,622 meters or 21,726 feet) in 2012 under the guidance of Hendrick Pal started their ascent of Mount Everest.^[22] After a hard toil of 17 hours,^[28] Sinha reached the summit of [Mount Everest](#) at 10:55 am on 21 May 2013, as part of the [Tata Group](#)-sponsored [Eco Everest Expedition](#),^[29] becoming the first female amputee to scale Everest.^[28] She took 52 days to reach the summit.^{[30][31]} She wrote a small message thanking the Almighty on a wrapped cloth and pressed it in the snow. Recounting the incident, she said:

“ It was my tribute to Shankara Bhagawan, and Swami Vivekananda who has been an inspiration throughout my life.^[32] ”

My Learning: - We come through many situations in life where we only are there to take the decisions. Nobody is going to help us until we believe in ourselves. One may be physically handicapped but one should not be handicapped from their mind and heart. Stick to your goal. Face your fear. Because there are so many people in the world who are not enough lucky and not having all the facilities which we have. So stop complaining.



My sharing: - At last I have shared one of my experiences that when I was started working



in Training & Placement committee in 2014-2015. My intention was to achieve 100% placement of my department and for that even we were not seeing what packages companies are providing. At that time most of them got around 10k. After time goes my thinking was the same for placement and working with same directions. Meanwhile I was selected for Academic Planning and Monitoring Team. While working with them my vision was opened that I am only stopping to my students to think beyond the box that they too have capabilities to get what other students from reputed colleges are getting. Now this year, one of my students Jayaditya Parlis from 7th Computer Engineering got the package of 7 lacs in Tata Consultancy

Services. Even not a single student has got less than 17k in this training and placement season. Again I got 1000 bucks for the sharing.

The whole Day:-

At the end of day me and Prof. Krina Shah were the two winners who had earned highest among all the participants. We both got 3000 bucks. Thanks to Kamal sir for this motivation throughout the day.



End of this Faculty development program I understood that any work with goal oriented and specific outcome can give you the best reward. This FDP has opened up my all the barriers. I will surely implement my all the learnings in my day to day work as well as in personal life.

Thank You Kamal sir.

I would also like to thank our management, Dr. Gulab Bhambhaniya, Dr. Narshi Sherasiya Degree Principal, and Prof. Chitralekha Nahar Vice Principal for giving me this opportunity.

Yours Sincerely,


Akshay Kansara


**Saffrony Institute of Technology
S.P.B. Patel Engineering College
Linch-Mehsana-384435**



Report on the 1 day FDP Workshop – ‘Outcome Focus & Goal Orientation’



Shri Kamal Dabawala, 
Founder & Owner, Continuous Learning Pvt. Ltd.; a trainer for Corporate & Academic Institutes for more than 20 years.

10:00 AM to 05:00 PM 

Seminar Hall, Saffrony Institute of Technology, Linch 

Avani Dedhia, Civil Department 



Background:

This Workshop is a part of a Series of Workshops conducted on a span of 6 separate days, this being the 4th.



Introduction & Objective:

So far the series of workshop covered **how to enhance the teaching-learning skills, how to work as a team, how to be creative.** The entire platter of involving the journey of how to achieve the end results was now ready. So it was only fit that the objective of the next workshop was to fix the destination for that journey: **“Setting a Relevant, Courageous Goal and taking Bold, Calculated Steps with the mind-set to achieve the Pre-Determined Outcome”.**



Workshop Details:

This time as usual we did a prayer but a new one: *“Ae malik tere bande hum...”*



Report Feedback:

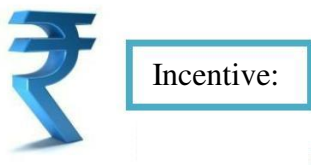
Kamal Sir then shared with us that he was overwhelmed to have received 52 reports of the last (i.e. 3rd) FDP on Creativity. The more incredible fact was that he had read through all 52 of them, every word and every picture!

He highlighted a few points that he liked and other to be taken care of for the next report:

1. He encouraged the **inclusion of additional data** that faculty members had added to the topics that he had covered. Many of us had included further researches, and discussions of many of the topics

& case studies.

2. He said it wasn't difficult to spot that a few faculty members had taken help from each other's reports. He put it in a very funny way: *"It was an irony to see faculty members mimic each other's work to submit a report that passed the message to be original!"*
3. He also pointed out that a lot of us had missed the **'Points of Action'** which shall be fruitful to execute whatever we have learned and plan in advance for the same.



Then he asked if anyone had **"applied the learning"** from the previous workshop and after the first Faculty shared his experience, to everyone's surprise, he was awarded with *'fake money'*.



Everyone was delighted that they all can be at the receiving end of the money too, when they share some insight or share what they have executed. It was an excellent incentive for all because it was surely working!

Plan of Action: What incentives can be given in the classroom?

Kamal Sir said it wouldn't be a good idea to give money in the classroom as it would make them money minded so other incentives that can be used are as follows:

1. Chocolates
2. Pen
3. Book
4. Stars against their names on a chart on the wall
5. **Incentives in an App** that can be tracked on their phone (this can be made centralised too – one platform for all faculties to give incentives to all students)
6. At the end of the semester, students with the maximum score can be awarded separately with a bigger gift like a book.
7. Puzzle pieces that can help them complete a puzzle at the end of collection of all pieces
8. Tokens related the department like a spark plug, block of concrete, some circuit etc.

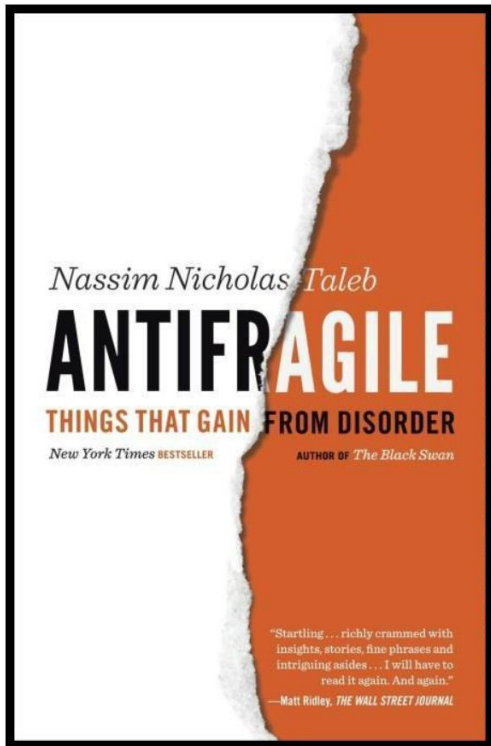
(Also a fictional story can be made to support the token e.g.: this is the spark plug that was used in Saffrony's ATV that came 4th in India!)

Even in the outside world, such incentives are used, e.g.:

- Shoppers receive *points in their shopping card* almost every mall now like DMart, Pantaloons, Reliance, depending on how much they shop for,
- A contestant in Indian Idol received a *harmonium* from the judges – even though it's not that expensive, it's the fact that the judges have handed it over, and they care enough that count!

Benefits:

1. Faculties will be able to **effectively execute 'Continuous Evaluation'** as all students will complete their homework/assignments on time for the incentive.
2. Students, Counsellors, & Subject teachers can **track the progress** of each student. Students will **feel special to be appreciated**. **Points of Improvement** can be **identified** soon.



Dr. Vishnu also shared one of his readings from a book titled: “Antifragile” by Nassim Nicholas Taleb:

“Whatever Can Be Measured, Can Be Improved”.

There are other quotes to support the same notion:

“If You Can't Measure It, You Can't Improve It.”.

“What gets measured gets done.”

It means **regular measurement and reporting keeps you focused** — because you **use that information to make decisions** to improve your results. Your most critical measurements are called **Key Performance Indicators**.

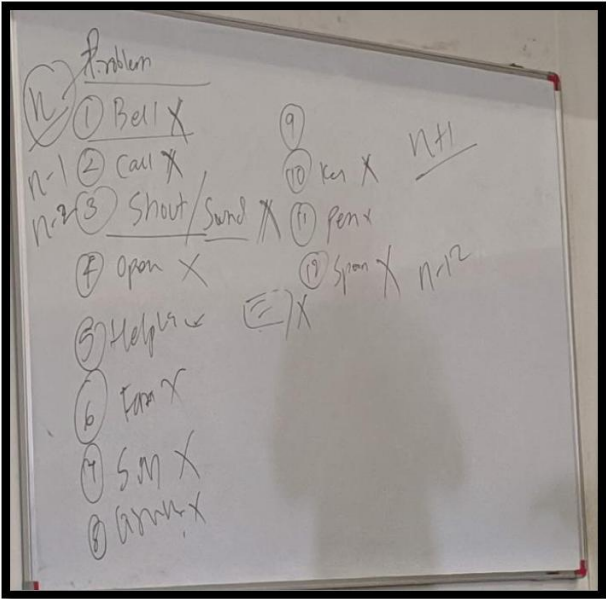


The Elevator Challenge:

We were told that we're stuck in a lift and now we have to try and get out. What would we do? The catch was with every suggestion we gave, he had a *counter* argument why that **suggestion was not feasible or viable** so every single time we were forced to come up with more options. The game went as below:

Sr. No.	The IDEA we came up with	COUNTER Argument
1	We'll ring the emergency bell/alarm	For some reason the bell is not working
2	We will call the helpline number in the lift from our phone	There are no bars in your phone, so you can't call anyone.
3	We will shout for help or bang on the door	Unfortunately it's a Saturday and this being an office building, no one is there to listen & respond!
4	We will try to pry open the doors	They are jammed
5	We'll try to open the ceiling board above us.	But the height is a lot
6	We shall take the support of the hand rail to climb	Ok you were successful but now you are hanging there and the ceiling will still not open because there are screws.
7	We will try to open it using our keys	You have forgotten your keys in the bag
8	We'll use the spoon in our lunch box	You do not have your lunch box too
9	We'll use out credit card	You left your wallet at home

So on and so forth...



Learning:

1. Whenever faced with a problem, our mind will first think of the most ordinary solution that even a layman could've thought of.
2. As and when those solutions are deemed not usable, the mind thinks or comes up with more complicated, complex and technical solutions that wouldn't have come to us the first time..

The LAW:

“If there are n problems in the world, there will always be $(n+1)$ solutions for it. That's the capacity of our mind – we just need to figure out a way to make use of it.

Plan of Action: How can we exercise this to benefit students?

For any project/problem, students will also come up with the most obvious idea/solution that someone, somewhere in the world must've applied already.

We need to block that idea – especially when there are chances that they've got that idea from *Google!* We need to make sure that their mind is pushed towards a more economical, more technical and a simpler solution by complex brainstorming!

Then Dr. Pooja shared a very interesting insight:

“Creativity Comes Out In The Most Difficult Situations”.

We don't like putting ourselves in difficult situations so our mind never gets creative!

So let's make sure we stir up things a little for our students next time and give them scope to grow.

Katrina ka Swayamvar:



Then Kamal sir shared one more example from one of his workshops. Once he had to teach a topic of **Branding and Marketing** to trainers – how to do marketing for themselves a trainer brand.

So he made a Power Point Presentation on the topic – that was to be used as how Kamal Sir would call it a **“Safety Net”!**

Then he happened to switch the channel to a popular show at the time: “Rakhi ka Swayamvar” which gave him an idea for his session.

He divided the trainers into teams and told them to select a suitor from their team to marry Katrina Kaif and they were given all sorts of resources to help him impress Katrina Kaif.

Then using metaphors he made them realize the various tactics used by them to impress Katrina could be used to brand themselves too: Qualities of the suitor → features of the product / company, charts in the activity → brochures for their firm etc.

Learning: That's how professors can make a **boring topic** like Branding & Marketing, **fun!**

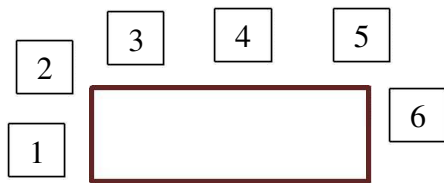


Passing the Ball Activity:

Rules:

1. Every team shall have 6 members.
2. A ball has to pass through all the team members but no one can give the ball to their neighbours.
3. No one person should receive the ball twice.
4. No member should be missed.
5. The person who starts will be called the Initiator.
6. A Lap is said to be completed when the ball comes back in the hands of the Initiator.

The seating arrangement of my team was as below:



How we passed the ball: **1 – 3 – 5 – 2 – 6 – 4**

One Kamal Sir checked if all the teams are passing the ball correctly he, build up a story to support the game.

Round 1:

The pitch for Round 1 was delivered by Kamal Sir as below:

- We are the world's leading manufacturers of a certain product, but we outsource certain parts of the product to other vendors.
- Since we are the world's leading company, we expect a very high quality from our vendors too. We have checked all of the vendor teams here and your procedure is up to our standards.
- So all of you move to the Round 1.
- Your production standard has been verified and ensured, so do not make any changes in it now.
- When the ball will be passed 7 times back in the hands of the initiator, then the product will said to be completed.

Then he came to all the tables and checked the procedure. What he did was **check the time** too, but **we were not informed about it**.



Round 2:

- All the vendors took their job seriously and we appreciate everyone for the same.
- We shall continue working with all the vendors for this round. But mind well this is an elimination round, so now if you don't perform as expected, you shall not be given the next order.
- We all know that the world is competitive. Excellence is a destination and our company wants to reach there.
- Then the time was displayed on the screen (which was written in an excel sheet).
- The lowest time a team took was 25.16 seconds and the highest time taken was 50.01 seconds. He commented that one team is working as if they were a government organization – won't do with us! But it's also not the time for the best team to enjoy just yet.
- So a new goal was set for all the teams – 21 seconds.

Round 3:

- The lowest time recorded was 15.91 seconds and the highest was 22 seconds.
- The company believes in long-term relationship with vendors so they are ready to give another chance even to the vendor team who failed to achieve the target.
- But this round would be a **reverse challenge**. Instead of the company giving the target, the vendors were now supposed to give one.
- But no one shall give a target more than 15.91 seconds.

Every team played but the results were not declared.

Simile in Real Life:

This game was about a **manufacturing company** and hence the **ball was a product** they are manufacturing. For a **service/academic industry** this could've been the movement of the **information** to their customers, and so on.

For us, **Saffrony Institute**, the first round was getting a better rank than before; **Round 2 – Ranking 1st in Zone**; but we don't have to stop there – we need to move to **Round 3 - Ranking 1st in GTU!**

Learning:

1. In every industry, when the 1st cycle starts, the timer starts too. For Balaji Wafers, it starts when they.
2. Then the story, the competition is the same everywhere. Everyone is trying to make those cycles complete quickly. Banks compete on the basis of who can give a loan in the shortest amount of days.
3. To get to the end product faster, we need to identify the hurdles, the leakages and fix the time consumption.

4. **The mind works excellent when given a deadline!** Also the fun in winning is when we finish the deadline!
5. **Nobody's success is permanent.** Reliance was doing badly once upon a time until it came up with 'Jio' and now again the quality has been degrading and Vodafone is picking up speed. So all that matters is not what you achieved or how you failed in the past, it's the now that matters. As the saying goes: *a cricketer is as good as his last inning, a film maker is as good as his last film!* Also, **a college is as good as it's last result!**

The several Approaches that people take and can take for such situations:

1. **Laid Back Approach** – First when the time wasn't being kept, everyone was resting back. In real life how people lay back – “*Kar to rahe hain*”, “*ho to raha hai*”, “*abhi mail kahan aaya hai?*”, “*reminder aayega tab bhej denge*”.

Another **example** for the **mind-set of Indian people**: If the deadline given by the government for PUC and insurance is 1st December, people will lay back and do nothing till 28th November, and then the **government will have to extend the deadline** which it always ends up doing.

2. **Proactive Approach** – Later everyone showed urgency, they sat on the edge of their chairs. In real life how people be proactive – Everyone starts preparing ahead of time, they put pressure on other people to finish their tasks to complete the cycle fast.
3. In **Round 2**, the target was given to us i.e. **the situation was controlled from outside** and a threat was hanging on us that the contract will be terminated. This approach is still not the best.
4. In **Round 3**, we gave our own target so the approach was **self-driven!** The people give the target based on the strength and weaknesses of their teammates rather than focusing on what others are doing.
5. We also keep a margin to be true to our commitment. That's **Under-Promise & Over-Delivery!**

Kamal Sir also pointed out that we all have a physical capacity beyond which we cannot push to bring the timer down. That is when **Automation** comes into picture.

Then he showed us that we could've made a pipe flow and reached the target in less than 10 seconds! Thinking in a **different dimension** as covered in a previous workshop.

Kamal sir was about to break us to Lunch, without having declared the score of Round 3 and we all wanted to know it before lunch. Point is it was such an uncomplicated, plain game of exchanging a ball and yet we couldn't wait to see the results. ***It's all about how we take a simple activity and what we can churn out of it!***

Final Moral of the game:

The game taught us importance of **getting better and better at every activity** that we do.

Plan of Action:

1. Assignments

a. We can have them make structures that they are designing – like they cast a beam or a column or even a slab. They used actual metal plates to make gantry girders etc. to get a better hang of all the components. But this to be done on a Saturday in the college itself.

2. The learning from this game can be applied to **Field Trips and Industrial Visits** – how to increase footfalls and how to enhance the experience and learning of the trip.

- a. Keeping a **quiz** of the related topic. If students can't come up with the answers, we tell them that they have to find it during the trip.
- b. We can have a group '**student guides**' who prepare well in advance about the area and the topic and debrief the students before the visit. This brings their involvement.
- c. Every student has to submit a report at the end of the trip in a given format so they all take notes and photographs during the visit.

3. **VEYG 2020**

The best VEYG festival so far has been VEYG 2017 and after that the two years were pretty dull in comparison. I wish to make VEYG 2020 better by ten folds than last time.

- a. Maximum student involvement for designing the events rather than faculty members coming up with ideas.
- b. Some kind of replication the *food mela* of 2017 and have students coordinate this time to add a fun element.
- c. Coming up with new events that are in direct link their subjects so they can enjoy more. Ideas can be taken from other institutions and universities.
- d. The Design Engineering exhibition can be a Business Pitch instead of just another exhibition.
- e. There can also be an event related to Design Engineering where case studies can be given and they have to find a solution.

4. Counselling

5. PTM etc.



The Ring Toss Activity:

Rules:

- There will be 3 rounds in all and in each round 4 rings will be given.
- Team has to send in one person to play. In one round only one person has to play all the 4 rings but in the next round, the team may switch players.
- There were 5 placards arranged on the floor one after the other in ascending order as – 50, 100, 200, 400, 800, and 1000.
- The team will first declare for how many points they will play in a particular round.
- They will be allowed to place a water bottle on the placards/ points above, below and on the placard of the point they have declared. They can switch bottles in the 4 turns during a round. In the next round the same process will repeat.
- The following formula will apply to calculate points of each team in every round:

$$\text{Score} = \text{Highest points of the successful attempt} - \text{half of the lowest points of the failed attempt.}$$

After a few throws, most of the teams got the hang of it.

And hence *the game wasn't playing us anymore but we were playing with it* aka we started exploiting the rules to earn a lot of scores.

Learning:

1. What's the difference between the normal ring toss game we play at the fun-fair and the game we played here?

There nobody asked us what do we want to play for?

When you declare your target/goal, you fix a range for your landing and you stop worrying about the other candies.

Declared goals always bring Focus!

2. Now about the game – Throwing the ring in the same place again will not increase our score! **So after nailing success once, we need to find a new strategy.**

3. **Don't play to not loose, play to win!**

An example of ICC – For India, growth is not a guaranteed win against Kenya, Zimbabwe, or Netherland – if it's a growth for anyone it's for them, even losing because it's against us after all! Against them we will be playing only 80% of our capacity. Growth for us is to play/ challenge Australia – The win is not guaranteed, but growth is!

4. When someone threw the ring when the bottle was at the 200 placard and got it correct, they would try and put it there again, instead of aiming higher. Why so? Because getting the ring inside once, everyone appreciated the player and that appreciation wanted him to nail the ring again. But as this game has made it very clear that **Appreciation doesn't always mean Growth!**

5. The math comes down to 4 teams x 3 rounds x 4 rings each time that makes a total of 48 attempts. Out of 48 attempts, none of the teams aimed a throw at 1000 points. So the entire game was played at 800 only. How many times was 800 played? 17 out of 48 times that's just 33%. So 67% of the time, we played for 400 or less! And then we're happy that we won! **Coming first in the class at 63% isn't really success!** We never pushed ourselves!

How does this apply to our students? – They first day in college they ask – *What is the minimum attendance required? What are the minimum marks required for passing?* With this kind of mind-set how can we expect level 1 success?

6. When failed to get the ring in the highest number, my team immediately deliberately missed the next ring in the lowest point score to reduce the negative score. But why not practise in the highest number again and save the failure for the last ring. That could've been the **Loss Control.**

7. The game also tells us that **sometimes Failure is also an Option!**

Dr. Vishnu also pointed out from 7 Habits of Highly Effective People that:

"It's okay to lose a war to win a battle".

He also pointed out that studies showed that **Mark Zuckerberg, Warren Buffet, Jeff Bezos all have failed 70% times more others.** So it's okay to fail when you are having so many attempts because only then will success will also be guaranteed.



The Goal Oriented Approach:

There are two kinds of people:

1. Who declare their goal to everyone first, give full efforts towards, and end up somewhere very close to the goal.



2. The second type first fires, then creates an area near the target and then declare that it exactly where they wanted to hit.



These are the one then later go on to *justify their result*.

After a short break we all changed the tables and had a short discussion about changing position & also the team members in a class. How can it benefit:

1. To end boredom, and monotony.
2. To break groupism of naughty or smart students and make them mingle with others as well. Making groups can really also help Diploma to Degree students who tend to make their own groups.
3. Also taking into account certain locational advantages/disadvantages like visibility of the board or the projector, proximity to the fan/AC/window/lights, also facilitating different types of ideas.



Arunima Sinha:

Kamal Sir then showed us a 20-minute video of Arunima Sinha after giving a brief introduction of how she came up to climbing the Mount Everest.

Video link: https://www.youtube.com/watch?v=Wx9v_J34Fyo

Learning:

1. Nobody can motivate you to do what you want to like your inner fire!
2. Whatever we believe in, our body will believe it too.
3. When opportunity is just at an arm's length, you don't give up! You look back to what you've done to get here!

Arunima Sinha went on to receive the Padmashree and she also wrote her autobiography – Born again on the Mountain.

Dr. Vishnu shared another interesting theory that in India, the passing percentage been 33% right from school to any graduation field. Hence all the people in India have been taught that with 33% of their efforts, they can easily move forward and hence we've always been in the habit to perform only 33%!



Few Summary Points:

- Start any activity with a goal!
- Always declare a goal and then plan your actions full focus and energy.
- Don't design and event and then justify the results. Then there is always a way for us to quit and underperform.

Lastly, I would like to end by thanking the management and Kamal Dabawala sir for this amazing new experience. I would also like to point out that this time, Kamal Sir didn't use a single PPT or a single slide to get through this 15-page worth of activities and learning. That is something we know only Kamal Sir can pull off and we are looking forward many more workshop endeavours with him.

Report On “Outcome Focus & Goal orientation”

- ✚ **Faculty Name:** Prof. Rajat Mishra
- ✚ **Department:** Civil Engineering
- ✚ **Name of Resource Person:** Shri Kamal Dabawala
- ✚ **Designation and Institute details:** Training and Development Consultant
- ✚ **Duration:** 10:00 am to 05:00 pm
- ✚ **Venue:** Seminar, Saffrony Institute of Technology, Linch.

This Workshop is a part of a Series of Workshops conducted on a span of 6 separate days, this being the 4th. I was not able to attend the workshop, as due to some unavoidable circumstances I have to take urgent leave. The following report is based on the discussion with the different faculty members who attended the workshop.

The theme of the day’s session was “Outcome Focus & Goal orientation”

The session started with a new prayer “*Ae malik tere bande hum...*”

He highlighted a few points that he liked and other to be taken care of for the next report:

1. He encouraged the **inclusion of additional data** that faculty members had added to the topics that he had covered. Many of us had included further researches, and discussions of many of the topics & case studies.
2. He said it wasn’t difficult to spot that a few faculty members had taken help from each other’s reports. He put it in a very funny way: “It was an irony to see faculty members mimic each other’s work to submit a report that passed the message to be original”!

3. He also pointed out that a lot of us had missed the **'Points of Action'** which shall be fruitful to execute whatever we have learned and plan in advance for the same.

Then he discussed the various incentives can be given in the classroom for good performance?

Kamal Sir said it wouldn't be a good idea to give money in the classroom as it would make them money minded so other incentives that can be used are as follows:

1. Chocolates
2. Pen
3. Book
4. Stars against their names on a chart on the wall
5. **Incentives in an App** that can be tracked on their phone (this can be made centralised too – one platform for all faculties to give incentives to all students)
6. At the end of the semester, students with the maximum score can be awarded separately with a bigger gift like a book.
7. Puzzle pieces that can help them complete a puzzle at the end of collection of all pieces
8. Tokens related the department like a spark plus, block of concrete, some circuit etc.

Benefits:

1. Faculties will be able to **effectively execute 'Continuous Evaluation'** as all students will complete their homework/assignments on time for the incentive.
2. Students, Counsellors, & Subject teachers can **track the progress** of each student. Students will **feel special to be appreciated. Points of Improvement** can be **identified** soon.

The Elevator Challenge:

We were told that we're stuck in a lift and now we have to try and get out. What would we do? The catch was with every suggestion we gave, he had a counter argument why that suggestion was not feasible or viable so every single time we were forced to come up with more options. The game went as below:

Sr. No.	The Idea we can up with	Counter agreement
1	We'll ring the emergency bell/ alarm	For some reason the bell is not working
2	We will call the helpline number in the lift from our phone	There are no bars in your phone, so you can't call anyone.
3	We will shout for help or bang on the door	Unfortunately it's a Saturday and this being an office building, no one is there to listen & respond!
4	We will try to pry open the doors	They are jammed
5	We'll try to open the ceiling board above us.	But the height is a lot
6	We shall take the support of the hand rail to climb	Ok you were successful but now you are hanging there and the ceiling will still not open because there are screws.
7	We will try to open it using our keys	You have forgotten your keys in the bag
8	We'll use the spoon in our lunch box	You do not have your lunch box too
9	We'll use out credit card	You left your wallet at home

Learning:

1. Whenever faced with a problem, our mind will first think of the most ordinary solution that even a layman could've thought of.
2. As and when those solutions are deemed not usable, the mind thinks or comes up with more complicated, complex and technical solutions that wouldn't have come to us the first time.

Katrina ka Swayamvar:

Then Kamal sir shared one more example from one of his workshops. Once he had to teach a topic of Branding and Marketing to trainers – how to do marketing for themselves a trainer brand.

So he made a Power Point Presentation on the topic – that was to be used as how Kamal Sir would call it a “Safety Net”!

Then he happened to switch the channel to a popular show at the time: “Rakhi ka Swayamvar” which gave him an idea for his session.

He divided the trainers into teams and told them to select a suitor from their team to marry Katrina Kaif and they were given all sorts of resources to help him impress Katrina Kaif.

Then using metaphors he made them realize the various tactics used by them to impress Katrina could be used to brand themselves too: Qualities of the suitor features of the product / company, charts in the activity brochures for their firm etc.

Learning: That's how professors can make a boring topic like Branding & Marketing, fun!

Activity -2“Ball Passing Activity”

This activity was to be performance level checker and utilizing the concept of kaizen .All the faculty members were grouped and they were with team members. The rules were:

Rule -1: Cannot Pass To The Adjacent Neighbours

Rule -2: Repeating the Above Process Seven Times without Fail.

Rule -3: Excellence –Time Bound

Rule -4: Reverse Timing – Self Goal Setting.

This activity was to teach taught smart thinking and consistent improvisations, industry oriented smart output which can fetch us to compete and stay in this competitive world. So we should be always proactive and should change our mindset.

Activity -3 Ring Toss Activity

In this activity any individual team member or different team member can play. The activity had rings of different colours and our speaker sir has some points play card with him, which were 1000, 800, 400, 200, 100, 50.

The activity also had some set of rules and regulations in which:

- 🚩 If you throw your ring on highest we earn full points.
- 🚩 Lowest we throw we get fifty% of the points.
- 🚩 Three attempts will be allowed

This activity gave learning that at times we can get success by lowering our expectations level but also thrive to get the highest level and understand our potentials. Lastly the session concluded with one of the most motivating and inspiring video, which could thrust our potentials and believe in yourself, which is “you are motivator for yourself”.

Live as if you were to die tomorrow. Learn as if you were to live forever. – Mahatma Gandhi. This video was inspiring story of Arunima Sinha : “Inspiring story of the first female amputee to climb Mount Everest” . Arunima Sinha is an Indian mountain climber and sportswoman. She is a seven time Indian volley ball player, mountaineer and the World's first female amputee to scale Mount Everest, Mount Kilimanjaro (South Africa), Mount Elbrus

(Russia), Mount Kosciusko (Australia), Mount Aconcagua (South America), Carstensz Pyramid (Indonesia) and Mount Vinson.

The lesson learned from this inspiring video is:

- ✚ Once your goals are things set you truly want to achieve, the next thing to do is to create an action plan.
- ✚ Self-motivator, in its simplest form, the force that drives you to do things.

Action Plan:

- ✚ Reward students for better performance and encourage them to do better.
- ✚ Will focus on every minute details of each student performance level
- ✚ Strive the students to think in more different traits
- ✚ Motivate them for goal achievements

Prepared by

Prof, Rajat Mishra

Report on Outcome focus and Goal Orientation

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Founder of Continuous Learning Pvt. Ltd. & International Training Fellow at JCI Training, USA

Duration: 10:00 am to 05:00 pm

Venue: Seminar Hall, S.P.B Patel Engineering College, Mehsana

Introduction and Objective:

Every common man on this earth is doing their best in their professional and personal life. But the problem is that no one is focusing on its result and if he or she gets failure than they started blaming on luck and god. If any task you are doing you need to calculate different possibilities of its results and according to that you should plan your task and activity to complete your work. If you are not focusing on its outcome than you will not achieve your desire results. We the professor's of saffrony family are doing so much hard work to reach at pick level of academic standard. The objective of this kind of FDP is to focus on result rather than process and it should be goal oriented.

Workshop details:

The first session in the morning started with very positive vibes with remembrance of the god with a prayer and the prayer was "Itni shakti hamein dena data". This time kamal sir had not recalled the recap as we already prepared a detail report on previous FDP. In place of recap, sir appreciated our detailed report of previous session. And also suggested to write in our own language rather than copying from others which are good things that improve our English writing skills.

The first half before the lunch session were started with one brainstorming activity named stuck up in elevator. Assume that we are in elevator and electricity gone and the elevator is stuck up on mid way and a person has to find different way to get out of this. We have started giving ideas for the same but Kamal sir blocked each and every solution which participants suggested. We gave some orthodox solutions, out of box solution which we never thought

before. At last we came to know that why sir did that. We gave more than 15 to 20 unorthodox solutions to get out of this problem. Then we came to know when there are easy solutions available, we don't think about uncompelled and uneven solutions. And then sir emphasis on one statement and the statement was "If there are n number of problems in the world, there is n+ 1 solution."



My learning

As far as my learning is concerned, after this activity and discussion my mind strikes regarding GTU fighters students. We are doing so many efforts for GTU fighter students to make zero backlog campus. We are calling them, their fathers but still some students did not turn up for the practice. Then we approach him or her fathers to come and meet the class counsellors. They came and promised us that his or her son will follow your all instructions but still out of those few did not turned up. As a faculty and guide we frustrate from this but never thought about another solution. After this attending and understanding these sessions we need to find some other way to come up with this problem. And I am very much sure that this time I will not face this problem and never get frustrate from such things.

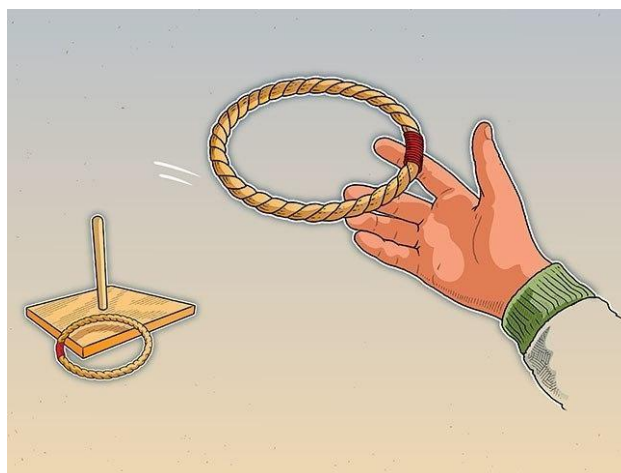
The next one is game named passing a ball to your team members. That was very funny and energetic activity to understand process of performing a task with accurate and fast results. Some time we are working in conventional way in regular task. The tasks which others are doing the same one but they finished it very quickly and better than us. In this competitive era we need to provide quick and fast product in the market to be stable in. From this passing ball game we came to know that try different strategy to complete your task early and effectively than the others.



My learning

I am handling admission portfolio in this institute. There are so many competitors are available in the market. In spite of providing good quality to the students in terms of results, placements we are not getting that much of admission which we deserve. From this game I realized that we should change our marketing strategy and counselling strategy to get good number of admissions in upcoming years.

The post lunch session was started with some warm up activities and then we played another game "Tossing a Ring". The most exciting and learning phase of the session. The game was regarding a tossing a ring by selecting your target and there are some negative points system are there on failure. Every team was exciting to play this game. No one have idea how to select given target and even we did not understand the rules at all. After first round of game each team was came to.



know that if we select higher target and we achieved then there is less number of chances of getting lesser points. And the funny moments of the day was our team got minus points and others were got good points. That was the funny but we understood lots of leaning out of this.

My learning

This activity gave me new challenge of selecting a higher target rather than playing safe game in terms of admissions, achieving good results, posting students in good companies.

After attending this session I will follow some my action plan to achieve my goal which are listed below.

Action Plan

1. Find a new solution to deal with GTU fighter students.
2. Try different strategy of counselling to get better admissions this year.
3. Will see a problem with an opportunity to find different solutions.
4. Never get frustrate in any situations.
5. Will plan my teaching process by looking at the previous results that subject. Your's sincerely,

Prepared by

Bhupendra L Bhatt



**S. P. B. PATEL
ENGINEERING COLLEGE**
SAFFRONY INSTITUTE OF TECHNOLOGY CAMPUS

FDP by Shri. Kamal Dabawala (Founder of Continuous Learning Pvt. Ltd.)

**Report on
FDP
Outcome Focus & Goal Orientation**

**Prepared by: Prof. Kunalsinh Kathia
Mechanical Engineering Department**

Outcome Focus & Goal Orientation

Name of Participant: Prof. Kunalsinh Kathia (Mechanical Department)

Role: Participant

Name of Resource Person: Shri. Kamal Dabawala

Designation and Institute details: Founder of Continuous Learning Pvt. Ltd.

Organized by: Saffrony Institute of Technology

Duration: 10:00 am to 5:00 pm

Venue: Seminar Hall. Saffrony Institute of Technology

Morning Session:

In the morning 10:00 AM. the session started with prayer, then sir has started the session by inviting Chitrlekha madam to share the few words for initiation of this faculty development program. Madam has given us a brief summary of all the faculty development programs that have completed till now. Then sir has asked us to share the experience and implementations we did after the last FDP.

**MORNING
SESSION**

Activity:

Elevator challenge:

In this activity, we were instructed to imagine the condition that we are stuck in an elevator which is a failure in between some floors and there is no electricity and there is nobody anyone else nearby you, now we have to think about the ways to come out through that elevator.

everybody has started giving an idea that we will push the emergency button, we will use our mobile phones to call our parents, we will call the Guards, we will come to the door of the elevator, we can climb over the railings of elevator and remove the fan part at the top of the elevator to come out, but sir had choked our each and every Idea by saying that you cannot do this like you cannot use the mobile because you have 0

battery you cannot come to the door because lift is soundproof, you cannot call the guard because there is nobody, you cannot use the emergency button suppose it is not working that what.

So, everybody had started thinking about different ways of how we can come out. At the end of the discussion sir had listed all the ideas on the whiteboard and shown that the human brain can think, first you are thinking about very simple solutions and then you are reaching to the critical solutions, this is a human psychology to think from simple to tough solutions and that was very opening by seeing that we have also followed the same pattern had given very simple solution like to push the emergency button and the critical solution like to open the overhead fan .

Sir had told us that if there are n number of problems then we are having n + 1 number of solutions so, always think very critical very simple but keep in mind that no problem is greater than the solution so that was the key learning for every one of us. after that, we have started sharing our



experiences again and one by one Kamal sir was giving an idea that how you can make your class well in very interesting.

After break session

After a short break of 10 minutes, we came back and sir has talked about the motivation in the classroom for the learning in the sense that we should bring something which can motivate our students. Sir, has said that if you are an automobile faculty then you can bring the old Spark Plug in the classroom and you can give them if they give an extraordinary answer. He also added that don't give it in a very simple way, you can say that the spark plug is the oldest spark plug which was used in our winning car at Mega ATV championship so it will create a story with it and the student will feel that they are getting something more precious.

He had shared an experience about his training in which he has to deliver a session on a branding of the product and marketing of it, he had thought that if I will explain this theory then it will not that impactful, So, he has designed an activity for those people on the basis of a TV show. Sir had designed an activity called Katrina ka swayamvar, in that activity, he had informed the groups that you have to choose one member from the group who will be eligible to impress the bride. Everybody had given the idea and so has shared that how everybody has managed to do publicity of that selected person by doing a poster presentation or doing an act or anything else so the point was to make them understand that how you can market for advertising any product.

Learning:

If we have converted the theoretical topic into activity-based learning with an original idea then it will be more effective to make everybody understand easily.

Activity:

Business Partners:

In this activity, sir had given one situation that he is handling one multinational company and he is interested to invest in India or anywhere else for a product. So, now they need partners at the local country to manufacture their product at the same quality standards at a cheaper cost. The activity was, let's say there are six different steps involved to manufacture that product so we have to show us that how you will manufacture and will maintain the productivity and quality of the product now the condition was that you cannot transfer that product to your nearest collect for this activity E for this challenge he has given as a Ping Pong ball and say to sit in the group of 6 members. now he instructed us to transfer the ball not to your neighbor but next to your neighbor and the ball should not get repeat until and unless one cycle completes. so in the first stage, everybody had done their best and came up with the best time Sir has recorded the time in seconds. In to next round, he is had instructed to beat your own record. and so on in every next stage, he had reduced the time limits and reach the minimum time of 11 seconds. our team had won this event very successful because we had optimized the time in the process delivery also.



Learning:

The key learning was that as much as you can optimize the time and process you can be more successful than ever. Sir had linked this activity with GTU that right now we are first in the North Gujarat zone but our competition should be with all over Gujarat so we can maximize our performance.

He has also explained about the Laid Back approach.

Sir had quoted the laid back approach for the first round because everybody was thinking that this game was not related to the time so let us do it in very simple and slow way but when everybody came to know that this activity is related with the time also so in next round we have seen drastic drop in the process timing. We should eliminate the laid back approach and need to come forward to finish that task. After that everybody went for the lunch break with a promise to come back with some discussion and ideas.

Afternoon Session:

Activity

Ring Toss:

In this activity we were given a four rings in our head and develop four different targets of 20 40 60 80 and 100 the condition was that we need to choose one target where the bottle will get replaced and we can hit the target 4 times but if we fail to achieve the target then 50% of our achieved points will get deducted from our credit history so hence everybody needs to strategize there strikes. after each round, we all have learned so many things that how to fix the target and to achieve that we had enjoyed that activity a lot but with great learning that is a goal-oriented approach.

the learnings were that we need to fix our goals first and then try to hit that as much as near to the target. it

is not important that how higher your school is but the important thing is that how much time you are eating your goal again . also once you eat the goal then it is advisable to lift up your level of goal and hit the target. similarly, we can apply this strategy in our teaching-learning field to achieve higher goals and be a perfect professor for the student. another learning was the team bonding because of this discussion everybody had started discussing merits and demerits of selecting the different goals, also it was very important that who will throw that drink because the person who is having a higher height or length can easily achieve the target so the team had to nominate that person.



After this activity, we had a small break. After the break we were requested to sit at different locations in the group only, sir had started the session by asking the question that what is the importance to change the location. many of us have given the answer that what is the importance of changing the location at a certain time. Kamal sir had explained that very beautifully by saying that this will break the monotony also it will it helps us to identify the notorious students and to break them apart, this helps us to teach to the class very peacefully also there are many reasons like that direction change will change the thinking orientation so they will not feel sleepy your busy.

Motivational Story

Kamal sir had shown a case study of Arun Arunima Sinha, she is an Indian mountain climber and sportswoman. She is a seven-time Indian volleyball player, mountaineer and the World's first female amputee to scale Mount Everest who is a girl from Paramilitary and she was traveling on the train for examinations but some chain snatchers have tried to snatch her chain. She had refused to give so the chain snatchers have thrown her out of the train. she got impacted by another opposite directional coming train which causes a serious injury to her. She broke her leg and had a fracture in her spinal and head. She was taken to the nearest



hospital and was on the bed for some time. After she comes out she had listened to the news that



Railway had set up a committee for enquiry of the accident and that committee came to the conclusion, she was under stress and she had tried to suicide that's why it happened. This statement shook her and and that time she realise that I need to do something and she had committed that I will show to the world by my action not my words so I will be the first lady to track Mount Everest

with disabilities.

After her interview video and we came to know that one commitment in front of the world can cause a miracle, hence he had requested us to a commitment in front of world so you will not have

to remember everything. At the end of the session respected principal sir, Dr. Narsi sherasya has given a short speech and distributed a nutritious 20-20 biscuits to the winner and runners up.

EndNote.

Key Learnings:

- 1) There is $N+1$ number of solutions are available for N number of problems.
- 2) We need to come out of our comfort zone to achieve the best results.
- 3) There should be some motivation for the students into the classroom as a token of their genuine response.
- 4) Never lose hope even if you think you are disabled. Don't let your disabilities to overcome you.

Things I will implement:

I will convert my lecture sessions-especially theoretical parts into an interesting activity to make the classroom more engaging.

Yours Sincerely,

Prof. Kunalsinh Kathia
Asst. Professor, Mechanical Department

Approved By
Prof. Chitrlekha Nahar
H.O.D, Mechanical & Automobile Department

Report on Result and Outcome Orientation

Faculty Name: Prof. Arpan Patel

Department: Civil Engineering

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute Details: Training and Development Consultant

Duration: 10:00 am to 05:00 pm

Venue: Seminar, Saffrony Institute of Technology, Linch

Introduction & Objectives

The purpose of the workshop was to explore various problem-solving techniques and to understand that for every problem, there are multiple solutions. The workshop also aimed to improve the quality of students and to identify qualitative and quantitative changes that can enhance college activities.

Workshop Details

Morning Session:

The session started with a beautiful prayer. Afterward, Kamal Sir requested Chitralekha Madam to discuss all previous sessions with faculty members. Kamal Sir then reviewed the reports of the previous session.

Activity 1: How Our Brain Works

Kamal Sir asked faculty members to suggest ways to escape if they were stuck in an elevator with no power, alarm, or phone service. Faculty members provided various solutions. Kamal Sir shared an experience where he asked trainers how they would prepare a bride for a swayamvar, emphasizing that for every problem, there are numerous solutions. Kamal Sir shared another experience that when he was giving training, he gave one task 'Katrina Kaif ka swayamvar' to trainers and suggestions from the trainers demanded how you could prepare the bride for swayamvar.

Learning:

From this example, we learned that for any problem, our mind can generate multiple solutions. This can help us develop various ideas and methods to make the classroom more engaging.



Activity 2: Ball Passing Activity

Participants were divided into four groups, each with six members. The task was to pass a ball to all group members in the shortest time possible without passing it to a neighbor. Kamal Sir recorded the time for each group and awarded them with currency notes.

Learning:

This activity highlighted the importance of creating output-oriented processes. Repeating the same process every year limits growth, so continuous improvement is necessary to stay relevant in a fast-changing world. We also learned ways to enhance student quality and make qualitative and quantitative changes in college activities.



Post Lunch Session:

In the afternoon session, Sir changed our seating arrangements to prevent boredom. He advised us to do the same in classrooms to keep students engaged.

Activity 3: Ring Toss Game

Each group received four rings and one bottle, with six targets ranging from 50 to 1000 points. Groups selected targets, placed the bottle accordingly, and attempted to toss rings onto the bottle. Kamal Sir recorded the scores and awarded currency notes.

Learning:

This game taught us that aiming for higher targets, rather than playing it safe, leads to growth. We should set ambitious goals and work diligently to achieve them.



Activity 4: Video: Arunima Sinha

We watched a video about Arunima Sinha, who overcame the loss of her leg to climb the highest peaks on each continent and hoist the national flag of India. Her story demonstrated strong goal orientation and resilience.

Learning:

Goal orientation involves focusing on tasks and their end results. Those with strong goal orientation can accurately assess the impact of achieving goals and utilize their resources and skills effectively to reach them.

Conclusion

The workshop provided valuable insights into problem-solving, goal setting, and continuous improvement. The activities and discussions will help us implement new strategies to enhance student engagement and overall college performance.



Yours sincerely,

Bhupendra L Bhatt



**S. P. B. PATEL
ENGINEERING COLLEGE**

SAFFRONY INSTITUTE OF TECHNOLOGY CAMPUS

Report

On

“Outcome Focus & Goal Orientation”

FDP-Session 4

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Founder of Continuous Learning Pvt. Ltd.

Duration: 10:00 am to 4:45 pm

Venue: Seminar Hall, Saffrony Institute of Technology, S.P.B. Patel Engineering College, Mehsana.

Introduction and Objective:

The objective of the workshop was to bring all the faculties from different departments on same platform. Theme of this workshop was setting the goals to be achieved, how to become result oriented. The other objective was how to develop and come up with unorthodox solutions for any problem. Key thing is that every individual needs to stretch themselves from their comfort zone to achieve something big.

Workshop details:

Morning Session:

Morning session was started at 10:00 AM in the seminar hall with Prof. Chitrlekha Nahar welcoming Kamal Sir along with summarizing the learning's of previous three sessions of FDP. Prof. Nahar suggest that all the faculties should start implementing the ideas and concepts which we all have learnt during these three session during our college lectures. Then she revealed the theme of this session which is result oriented and goal settings.



Then Kamal sir started his session by applauding all the faculties who have submitted a written report on previous session. He said that he received 52 reports and he has gone through all the reports. He told us that reports are mainly for retention of information which we have collected during the session. Kamal sir suggested that in reports we should mention the key takeaways from the session i.e. what have each individual have derived from the session that must be included in report.

Then speaker asked every participant to share their experience of implementing new ideas which they have learnt during previous session. On a lighter note, Speaker was giving fake currency notes as an appreciation to the faculties who are sharing the experience and taking active participation during FDP. Speaker suggested using such ideas for motivating students during lectures and also helps in creating excitement in them. Avoiding currency notes while dealing with students but has some other rewards helps them to bring competitive spirit amongst them.

Key Learning's: - Ideas of making session active and lively by using reward scheme for good performances.

Then speaker conducted an activity on conventional thinking. He asked from each one of us about the ideas to escape from an elevator if we get stuck up inside it alone. Every obvious idea got nullified by the speaker and

what it does that unconventional ideas started to emerge from participants. This activity shows us that how our mind functions. Also he suggested the idea of Smart helmet.



Key Learning's: - Through this activity speaker wanted to convey that if there are n no. of problems then our mind has n+1 no. of solutions for it. To bring more original and creative ideas we need to start blocking obvious and orthodox solution of the same.

One more activity took place where different teams were formed and each team required to act like a vendor of a global company. Each team provided with a plastic ball and as per the rules of the game, needs to pass the ball among the team members and complete the process. This activity is having two rounds and team who performs faster will be the winner. It was great to be part of this activity.

Key Learning's: - The motto behind the activity was the team's collaboration and achieving best results. Speaker then explained the laidback approach leads to nothing. We should not wait for any instructions of orders. If process needs to be done then start taking actions and complete the task before deadlines.

Speaker gave very interesting examples of competition between flight carriers. He told a very interesting fact that Indigo took least time for making a flight fly again after landing and in comparison; Air India took the most time for the same. He also told us about the automation of issuing new cheque books to the bank customers to avoid filling of requisition slips.

Post- lunch session:

After the lunch session, speaker asked each team to change their positions. He suggested that this will help to break the monotony along with eliminate the effects of locational advantages and disadvantages of any team or individual.

Now the second activity was Ring Toss Game. The activity was purposefully explained in such a way to confuse the participants and thus they attempt in a predetermined mindset. The solution was only possible if once we start playing the game. It's a team activity and each team got a chance to target a certain point and then throw the ring on that selected target. It was a three round activity and points will be counted for each round. Final points will be calculated using a formulae i.e. –

Final score of the round: - Highest point attempted successfully – half of the lowest point attempted unsuccessfully.

After three rounds our team got second rank with 2200 points and Prof. Shailesh Patel and team won the activity with 2400 points.

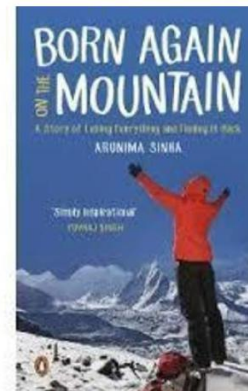
Key Learning's: - Strategy is the key to success and minimizes the failure. It's important for us to first declare our objectives, set our targets and then accordingly plan what needs to be done for achieving the same. It's

necessary to increase our level, vouch for higher levels/targets and then strategise accordingly. Do not get stagnate. Also target which you will set should stretches you at least 10% from your previous achieved target.



During last session, speaker showed us a video of Arunima Sinha – who was a national level volleyball and basketball player in 2011. In that video she was describing the horrifying incident happened with her when she was travelling in train from Lucknow to Delhi on 11th April 2011. Some hooligans while snatching gold during the journey threw her from the running train and she falls on the track where another train was coming. She lost her one leg in this incident and had several injuries to her body as well. Government officials started accusing her like travelling without ticket and she tried suicide at that time etc. Then she decided to climb the Mt. Everest and show the world what she is. On 25th May 2013 she became the first woman with prosthetic leg who climbs the Mt. Everest. Later she was awarded as Padma Shri and in 2014 her autobiography 'Born again on the mountains' was launched by honorable Prime Minister Shri Narendra Modi Ji.

Key Learning's: - This video helps us to realize the power of being mentally strong. We need to keep believing in you, being strong headed and ultimately all the barriers, problems will get vanished. Nothing is impossible unless you are ready for all the challenges and in your mind; you already achieved what you desired for.



Conclusion: - Being a part of this teaching profession, it's our duty to create and develop the students who will become the future of the country. I personally think that I can apply many such techniques in my classroom which I have acquired in this workshop. Some of them are: Motivating the students using reward system, training them for having unconventional methods for solving problems, helps them to set their goals and strategize accordingly.

My Objectives:-

- Being a part of design thinking team, in this term, I along with my team will vouch for 4th and 6th sem students to complete their prototypes/working models in design thinking project so that we have at least 85% of team participating in VEYG 2020 with their working models.

- I have got two new subjects in this semester, IE in 6th mechanical and ACCS in 6th Automobile. I will work hard and set for 100% result in these two subjects. In subject called DOM, with different strategies I will work to achieve if not 100% then definitely 85% result.

At last I convey my heartfelt thanks to the management for giving us the opportunity to attend another session of Faculty Development Program conducted by Kamal Dabawala Sir.

Yours Sincerely,

Prof. Vaidant Dixit

Assistant Professor

(Mechanical Department)

Report on Outcome Focus & Goal Orientation

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: CEO of Training and Development Consultant, Continuous Learning Pvt Ltd.

Duration: 10:00 am to 05.00 pm

Venue: Auditorium Hall, S.P.B. Patel Engineering College, Linch

Introduction and Objective:

This Workshop is a part of a Series of Workshops conducted by Shri Kamal Dabawala at S.P.B.Patel Engineering College on a span of 6 separate days, this being the 4th day. Main focused on Outcome focus (Result) orientation.

There are continuous series of workshops and main objective of the workshop for the improvement and development of the faculty members.

Workshop details:

Workshop started with a prayer then divided group of six faculty members accounting birthdate, and recap of previous workshop information. Before the FDP started Kamal sir told all faculty members would get bonus individually and team wise. Finally, winner faculty member and team would get a gift and Kamal Sir concluded that professional FDPs produce promising outcomes in the learning and teaching practices and recommended that teachers in education should attend FDP training activities on regular basis. And share some experience by some faculty members and start got bonus from Kamal Sir.

Kamal sir gave a fine example of 'Lift problem'. He told if you have no problems then $n+1$ solutions there. Your mind find out $n+1$ solutions when n solutions did not work.

Sometimes problems can be solved in an easy, direct way. Other problems require a little more creative thinking and you have to approach them from a lateral thinking perspective rather than linear. Life is about problem-solving, and stories work because they reflect this key element of our experience. It's often through experiencing a protagonist's journey of solving a problem in a film or a novel that we find the strength and insight to solve our own problems. For this Kamal Sir gave fine example of 'Katrina Ki Swayamvar' and did one activity base threw ring to botal. There are three time threw ring to botal and try to get maximum point

And lastly show one video of Arumina Sinha.



Story of Arumina Sinha: In 2011 Arumina Sinha was thrown off the Padmavat Express train, bound for Delhi, by thieves. Lying helpless on the tracks, another train ran over her leg. Gripping two rocks to try and distract her from the pain, she counted 49 carriages passing over her. "After some time I see my leg is totally gone below the knee," she told the audience at WIRED2015, in her first English-language public talk. That was at night -- it wasn't until 6:30 the following morning that someone from a nearby village found Sinha. She was rushed to hospital and her leg was amputated below the knee without anaesthesia.

"I cannot explain this painful time," Sinha explained. "I decided in hospital bed that I wanted to take on something."

That something was Mount Everest. Two years later, she became the first female amputee to reach the top of the world.

Arunima Sinha: Adding another feather

India's Arunima Sinha, who became the world's first female amputee to climb Mount Everest in 2013, has added another impressive record to her resume. The 30 year old has now become the first female amputee to climb Mount Vinson, the highest peak of Antarctica.

In 2015 Arunima was conferred the Padma Shri, the fourth highest civilian honour in India. In the same year she also received the Tenzing Norgay National adventure award.

End of the program gave gift to faculty member and Team who is winner.

Output:

Due to the many theoretical and practical applications of goal orientation, it is important to understand the construct and how it relates to other variables, Goal.

Action-oriented goals consume resources and time. They are done or completed, rather than achieved. Example of action-oriented goals are: Lift problem, Build a network of priority bus corridors. Action-oriented goals cannot be meaningfully measured completed by end of year.

Result-Oriented goals are true goals. They describe an impact or outcome that is an enduring quality. They can be changed (improved) by more than one type of action and some actions will have more impact on them than others. They don't have a start or finish nor are they a series of steps to follow. They are qualities that are always present, and they either matter to us right now or they don't. They don't consume resources or time. They are the effect of how we spend resources or time. They aren't completed. They are achieved and being achieved means that the quality they describe has in some way improved.

Goal setting involves the development of an action **plan** designed to **motivate** and **guide** a person or group toward a **goal**. Learning goal orientation as the 'desire to develop the self by acquiring new skills, mastering new situations and improving one's competence'. Need for achievement refers to the degree to which an individual 'maintains high standards' and 'aspires to accomplish difficult tasks'. Learning goal orientation is positively associated with self-regulatory behaviours such as planning and goal setting, which in turn are associated with academic performance. Self-efficacy as 'a belief in one's ability to effectively perform and to exercise influence over events.

In college took Action-oriented goals like Two mid sem of 70 marks and Gut fighter questions bank then we got Result-Oriented goals like result increase. And for this reason placement also increase. Now we will decide Goal setting 100 percent's result and No backlog.

Yours sincerely,

Shailesh Patel



**S. P. B. PATEL
ENGINEERING COLLEGE**

SAFFRONY INSTITUTE OF TECHNOLOGY CAMPUS

Report on Expert session by Mr. Kamal Dabawala on ‘Outcome Focus and Goal Orientation’ for all faculties of Saffrony Institute of Technology

Name of Faculty member: Prof. Chirag Mukeshbhai Korat

Name of Resource Person: Mr. Kamal Dabawala

Designation and Institute details: Trainer and founder of ‘Continuous Learning Pvt. Ltd.’

Duration: 10:00 AM to 5:00 PM

Venue: Seminar Hall, Saffrony Institute of Technology

Organized By: S.P.B. Patel Engineering College, Mehsana

Introduction and objective:

Engineering is fully filled with technical subjects. Faculty members may have completed their master degree or Ph.D. So, they have good technical knowledge and may even have practical knowledge if they have an industry exposure. But sometime they are lagging in teaching methods. The main objective of the seminar was to open the vision on new teaching methods, new way of learning, and to increase the work output. Different themes were selected on different sessions. In the 4th session, the theme was ‘Outcome Orientation’.

Workshop details:

Session 4

- Saffrony Currency:



The sharing of teaching methods was not happened much. So, he had started the session to **motivate** the sharing activity by giving ‘Saffrony Currency’ when sharing happens. For students, we can use other items instead of currency. Actually, instant reward works more effectively than point increased at the end. Clap for each answer is one of the instant reward method.

- Brain exercise:



One activity was done to show the working of brain. The activity was 'Elevator Problem'. In that, it was guessed that one person was stuck in a lift due to some technical fault and he had to find solution to come out. Faculty members had started giving answer from easy solution and Kamal Sir was cancelling each solution by putting counter arguments. At the end, they had found around 20 solutions. The point was to **give the challenges to mind, it will find solutions of those**. He shared one of his experience, in which, he explained how transparency of the system helped. Because of transparency, they won't shock on the result at the end. Vishnu Sir gave one example that doing brain exercise, brain becomes capable of solving tougher problem. He shared one of his seminar in which he presented 'Katrina ka swayam var' activity to explain marketing and branding. According to him, it was one of his best seminar.

- Game: Moving the ball

In round 0, we had to find the way to pass the ball from all members only once except the one who was initiating. The rule was that ball couldn't be passed to the nearest member. Our solution was 1-3-5-2-6-4-1. In round 1, we had to stick to the same method and to repeat for 7 times. He showed the result on the board. He said one story that one company needed the product in limited time. He gave target around 21 seconds to repeat the ball passing 7 times. In the 3rd round, he said that now we manufacturer had to give target to the company. The approach of the first round was reactive while of the second round was pro active but still it was not effective because we were working fast under pressure. The approach of third round was self target which was very good because in that we were giving **commitment**. It was **under promise, over delivery**.

- Game: Declared goal



In that, there were six targets i.e. 1000, 800, 400, 200, 100, and 50. The rule was that in each round we had to lock/declare the target and in each round we would get 4 chances. We can put one bottle to the nearest target of the declare target or the declare target. One participant will throw a ring one by one on a bottle. One can change the location of bottle as per their strategy. The rule was that the team will get the marks from the highest success and lose the marks from the lowest failure. The observed points from the event were. Growth is only when we play with the higher level. If someone is appreciating, it doesn't mean that we are in progress mode. **Failures are good** because it gives experiences.

- Remove the noise:



In a class, to remove noise, the change in seating arrangement is very helpful. To come out from boring environment, it is also helpful.

- Goal first:

The story of Arunima Sinha was told by Kamal Sir. One video was also shown. Even in the bad condition, she made the decision of climbing the Mount Everest. She actually decided the goal first, so she would get definitely strength for it. Then Kamal Sir connected this to Academic life. In admission season, we should apply the same strategy. First we have to decide the number of students to whom we want to reach and then we should start planning.



Learning outcome

- Some appreciating to students helps a lot for their life.
- Brain has a capacity to solve any problem.
- Goal making matter is very important.
- For the goal/target even it is so tough, it is important to put efforts.

Action plan

- I will appreciate the student who put the effort to give answer. The whole class will clap for his/her answer whether it is wrong or right.
- I make the goal for the subject EGD that students should get 100% result in EGD.
- I will use teaching techniques such that all students will understand and like the EGD subject.

We are thankful to the management for arranging such a workshop which helped us to open new way of teaching methods. It will also help to apply in the course work for better teaching with all the practical learnings as mentioned above in our experience sharing.

Yours Sincerely,

Prof. Chirag Korat
Assistant professor, Automobile discipline



Report on Creative Thinking towards Fostering Culture of Innovation

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Training and Development Consultant, Continuous Learning Pvt Ltd.

Duration: 9.30am to 4.30pm

Venue: Auditorium Hall, S.P.B. Patel Engineering College, Linch

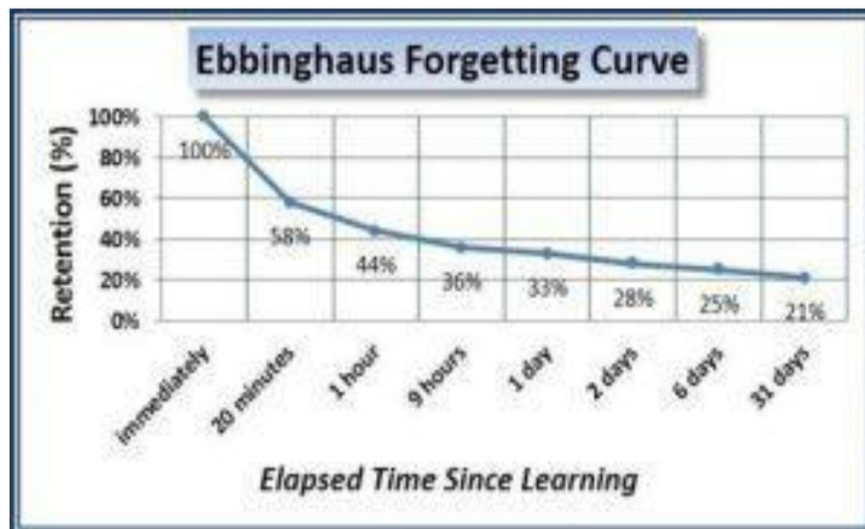
Introduction and Objective:

S.P.B.Patel College has been continuously organizing various Continuous Learning Workshops for strengthening the ability of faculty members of our institute. As a part of this Workshop, our institute has organized 3rd workshop on “**Creative Thinking towards Fostering Culture of Innovation**” by Shri Kamal Dabawala, a renowned trainer.

Workshop details:

The session was started with the recap of previous workshop. The first session was started with a group of four faculty members with broken square activity, Carpet area activity and the group is remained same for whole day and it was rotated in each session.

Then he explained about forgetting curve



And after talking on “Discovery, Invention and Innovation” in our regular life.

- 1) Discovery: A new increment of knowledge. Example is the discovery of Calculus. Then he has discussed on many examples (Physical, Biological or Social system) through the interaction with the audience.
 - 2) Invention: A new device or Process. Example is an invention of Newton’s method. Newton’s method in numerical analysis comes into the picture after the discovery of Calculus.
 - 3) Innovation: A better way of doing things, modification in existing systems – solve the non analytic solution.
- 1) Then lots of discussion is going on it to explain all things in details as well as sir has shared lots of videos likes Samsung foldable smart phone, **Arjit Soni**-Innovation “Mybyk Cycling”, **Mahindra and Mahindra ltd** “Subscription based Car”, **Bhavish Aggarwal** Co-Founder and CEO of Ola cabs etc..We have also played many activities for implementing innovative learning environments like “Build a human Machine in group”. He has given many examples of electricity generator.

(i) **Name:** Mansukhbhai Prajapati

District & State: Wankaner-Rajkot, Gujarat

Category: Utility

Award: “True Scientist by the president of India, Dr. A.P.J. Abdul Kalam in “4th National Award Function, Delhi”

A man with vision, mission and ignition Mr. Mansukhbhai Prajapati is a small-town man with big dreams of ruling the world. And true to his dreams, he is progressing well in this path. His dream child, Mitti Cool, is an attempt towards connecting mankind more irrevocably with clay and soil. He is already paving the way of Mitti Cool to go both national as well as international. Though some traces of clay products can still be seen in some parts of core and rural India, time has made its memories faded in population’s mind. Mr. Prajapati aims to refresh these memories and remind people about the benefits and uses of clay products. He has won many numerous awards and achievements. Mitti cool keeps India’s traditional wisdom and pottery skills alive.



(ii) Name : Sakrabhai Prajapati

District & State: Ahmedabad, Gujarat

Category : Utility

Award : 4th National Grassroots Innovation Awards

Sakrabhai Prajapati of Mehsana, Gujarat produced a flexible health care chair. The 'Flexible health care chair' is a collapsible and portable health care chair and can serve the purpose of sitting as well as exercising with a capacity to accommodate a person weighing 120 kg. The platform of chair is a parallelogram structured with the vertical arms extended in opposite direction. The link, which extends away from the ground, is the backrest for the chair and the link extending towards ground is leg support for the person sitting on the chair. The vertices of the parallelogram are hinged, so that the entire setup can follow a specified path and the chair may be used, as an easy chair or as a bed. It costs about Rs. 3000/- (starting price). It has used powder coated mild steel angles, seat of buckram and imported velvet cloth.



At the end of session, discussion was going on “Barriers to creativity” that we have to remove means don't think on it more otherwise innovation is not possible which are,

- 2) Before to start any innovation we do not afraid from it. Just get the knowledge from various resources and try to implement your new idea.
- 3) We heard many times “it is not possible” and “seems very funny” when we represent our ideas in front of people. For that again just ignore it and go ahead. Most important sentence you heard during our innovation process that is “No one has done it before”. We must ignore it and go ahead with confidence that I will do it like Mansukhbhai and Sakrabhai.

4) The 4-C Model of Creativity

C	C	C	C
Mini-C	Little-C	Pro- C	Big- C
Interpretative Creativity	Everyday Creativity	Expert Creativity	Eminent Creativity

Designing studies that attempt to identify the influence of defined aspects of the innovative teachers' work activity through systemic and context of situation can aid educational researchers to understand how can teachers design and implement innovative learning environments.

Your's sincerely,

Dr.Rasik M Patel
(H & Sc.Department)

To,
The Principal,
SIT

Encl: Photographs of Event



Report on Outcome focus and Goal Orientation

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Founder of Continuous Learning Pvt. Ltd. & International Training Fellow at JCI Training, USA

Duration: 10:00 am to 05:00 pm

Venue: Seminar Hall, S.P.B Patel Engineering College, Mehsana

Introduction and Objective:

Every common man on this earth is doing their best in their professional and personal life. But the problem is that no one is focusing on its result and if he or she gets failure than they started blaming on luck and god. If any task you are doing you need to calculate different possibilities of its results and according to that you should plan your task and activity to complete your work. If you are not focusing on its outcome than you will not achieve your desire results. We the professors of saffrony family are doing so much hard work to reach at pick level of academic standard. The objective of this kind of FDP is to focus on result rather than process and it should be goal oriented.

Workshop details:

The first session in the morning started with very positive vibes with remembrance of the god with a prayer and the prayer was “Itni shakti hamein dena data”. This time kamal sir had not recalled the recap as we already prepared a detail report on previous FDP. In place of recap, sir appreciated our detailed report of previous session. And also suggested to write in our own language rather than copying from others which are good things that improve our English writing skills.

The first half before the lunch session were started with one brainstorming activity named stuck up in elevator. Assume that we are in elevator and electricity gone and the elevator is stuck up on mid way and a person has to find different way to get out of this. We have started giving ideas for the same but Kamal sir blocked each and every solution which participants suggested. We gave some orthodox solutions, out of box

solution which we never thought before. At last we came to know that why sir did that. We gave more than 15 to 20 unorthodox solutions to get out of this problem. Then we came to know when there are easy solutions available, we don't think about uncompelled and uneven solutions. And

then sir emphasis on one statement and the statement was “If there are n number of problems in the world, there is n+ 1 solution.”

Learning Outcomes

Reflecting on the activities and discussions, I've gained new insights regarding our efforts with GTU fighter students. Despite our extensive efforts to achieve a zero-backlog campus—including calling students and their parents, and arranging meetings with class counsellors—some students still fail to show up for practice. Although their parents often promise compliance, a few students remain unresponsive.

As a faculty member and guide, this situation has been frustrating, and we haven't previously considered alternative solutions. However, after attending and understanding the concepts presented in these sessions, I realize we need to adopt different strategies to address this issue. I'm confident that with this new perspective, we will find more effective ways to engage these students, and I will no longer become frustrated by these challenges.

The next one is game named passing a ball to your team members. That was very funny and energetic activity to understand process of performing a task with accurate and fast results. Some time we are working in conventional way in regular task. The tasks which others are doing the same one but they finished it very quickly and better than us. In this competitive era we need to provide quick and fast product in the market to be stable in. From this passing ball game we came to know that try different strategy to complete your task early and effectively than the others.

My learning

I am handling admission portfolio in this institute. There are so many competitors are available in the market. In spite of providing good quality to the students in terms of results, placements we are not getting that much of admission which we deserve. From this game I realized that we should change our marketing strategy and counselling strategy to get good number of admissions in upcoming years.

Post Lunch:

The post lunch session was started with some warm up activities and then we played another game “Tossing a Ring”. The most exciting and learning phase of the session. The game was regarding a tossing a ring by selecting your target and there are some negative points system are there on

failure. Every team was exciting to play this game. No one have idea how to select given target and even we did not understand the rules at all. After first round of game each team was came to know that if we select higher target and we achieved then there is less number of chances of getting lesser points. And the funny moments of the day was our team got minus points and others were got good points. That was the funny but we understood lots of leaning out of this.

My learning

This activity gave me new challenge of selecting a higher target rather than playing safe game in terms of admissions, achieving good results, posting students in good companies.

After attending this session I will follow some my action plan to achieve my goal which are listed below.

Action Plan

1. Develop innovative solutions to better engage GTU fighter students.
2. Implement new counselling strategies to improve admission rates this year.
3. Approach problems as opportunities to discover alternative solutions.
4. Maintain a positive and resilient attitude in all situations.
5. Refine my teaching methods by analysing previous results and outcomes in each subject.

Yours sincerely,

Gulab Bambhaniya



**S. P. B. PATEL
ENGINEERING COLLEGE**
SAFFRONY INSTITUTE OF TECHNOLOGY CAMPUS

Report on ‘Outcome Focus & Goal Orientation’

Name of Resource Person: Mr. Kamal Dabawala

Designation and Institute details: Training & Development Consultant

Duration: 10:00 am to 05:00 pm

Venue: Seminar Hall, Saffrony Institute of Technology, Linch, Mehsana

Introduction and Objective:

Outcome focused means caring most about the what, not the how. Specifically, outcome-focused teams value results over everything else. They are strongly opposed to micromanagement and give leader’s lots of flexibility to achieve results in their own way. Goal orientation is a social-cognitive theory of achievement motivation. Goal theory became a particularly important theoretical framework in the study of academic motivation. These long-term goals help direct behaviour toward achievement and success. The overall objective of this fourth session is:

Be S.M.A.R.T. With Your Goals

- Specific. ...
- Measurable. ...
- Attainable. ...
- Relevant. ...
- Timely and Trackable.

Workshop details:

Morning Session:

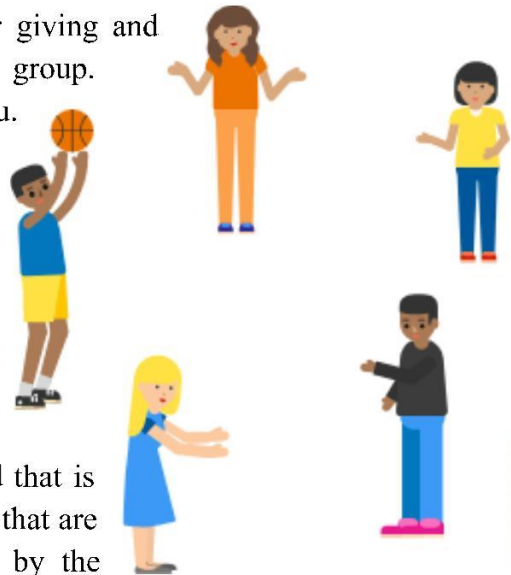
Mr. Kamal Dabavala sir started the session with the prayer. This actually helps us to developed inner strength and peace of the mind. After that, Chitrlekha madam briefed us about the previous training session. It was a quick revision of last all the sessions. then Kamal sir started his session about the implementation of the learning taken from the previous session. To make the session interesting, Kamal sir has brought some fake currency notes along with him and he distributed the notes to the members who shares any good experience of him/her related to the question. It was then observed that more people have started sharing

their experiences and it was becoming difficult to move towards the main session. For example, Vishnu sir has shared his experience on improvement in the counselling style; Kunal sir has shared that how he used the learning from the previous session to solve a problem of hackathon students for the design of a helmet, etc

Kamal sir had to present a topic on branding and marketing. He creates one activity called 'Katrina ka Swayamvar'. He took help from one member from that organisation. He told him to be dress like a lady and be Katrina. In this activity, each team had to select one eligible person from their team and all the members have to convey Katrina to marry that person and to make a campaign on it.

After that, we played one activity called passing the ball. It is a simple but powerful exercise showing how creativity can dramatically improve a team's performance. In this activity, some rules are there like:

1. Your task, as a group, is to create a process for giving and receiving the ball in your group.
2. You cannot pass the ball to the person next to you.
3. A successful round is when the ball has been given and received by everyone in the group and is back at the person who started with it.
4. The ball must travel through the air.
5. The ball cannot be rolled across surfaces, eg the floor, walls, tables and chairs.



Each team is a manufacturer company and each team has to make a product and that product is a ball and that is made by passing the ball to the various machines and that are the team members. This product is then surveyed by the purchase franchise and after checking the quality, they will decide whether to buy this product or not. This activity is divided in to 3 rounds.

In Round 1, each team has to pass the ball from one member to the other and this process needs to be repeated by 7 times. In this round, Kamal sir didn't tell us to finish this activity in any time. Hence, we have finished our task in around 50 seconds.

In Round 2, we need to finish the process in 21 seconds otherwise our contract with the franchise. We have made our strategy based on the previous mistakes and we have finished our task within time limit. As have shown very high amount of improvement, our contract did not go away from our hands.

In the last round, Kamal sir said that we need to give the target that how much amount of time we require to finish this, but that target should not be greater than the best result and that was 15.91 seconds. We have made discussion and gave our target as 15.5 seconds. Again we came together and set our strategies and this time we have done it in 13.69 seconds.

So ultimately we did same procedure every time but in less time or before the deadline. It's a finite goal of every industry. For example if there is one wafer manufacturing company manufactures 100 packages in 1 hour and someone says that I'll make a machine that will double this rate and obviously the company will look forward to that guy. This is the requirement in every organisation. Improvement is the key to survive in this market.

Afternoon Session:

This session started with the Ring-Toss activity, there will be three rounds and in each round team will get 4 attempts. Team will select one member in each round and that member will get 4 rings that needs to be tossed on a bottle placed in front. In this game, there are 5 places to keep the bottle and that is placed on a score plate 50, 100, 200, 400, 800 and 1000 from near to close respectively. That member has to tell the target at the beginning of the round and that member can then move the ball one step forward, on the target or one step backward to the target at the beginning of any four attempts. Now after each 4 attempt, for highest achieved will get full marks and lowest failure will get -50% marks.



For the first attempt on the highest number, if we get success then next three attempts should be easy and successful. But if we get failure on first attempt then next attempt quite difficult to achieve and for the last attempt we fail deliberately.

After the small tea break, Kamal sir has shared a life thrilling and motivating story of Arunima sinha. Her story is a journey from broken legs on the railway path to the top of the Everest. It would be very difficult to express and feel what she felt but moral of the story is there is no strong motivation you require than yourself. Self-motivation is the strongest motivation.

Uttar Pradesh then-incumbent chief minister Akhilesh Yadav honored Arunima sinha and handed over two cheques for an amount of Rs. 25 lakh in a function organised at her residence in Lucknow. This included a cheque of Rs. 20 lakh from the state government and a cheque of Rs. 5 crore on behalf of the Samajwadi Party. Chief minister said Sinha by her hard work and determination had climbed the Mount Everest and created history. She was congratulated by the Indian Sports Minister Jitendra Singh on her achievement.

Arunima Sinha is now dedicated towards social welfare and wants to open a free sports academy for the poor and differently abled people. She is donating all the financial aids she is getting through awards and seminars for the same cause. The academy would be named Shaheed Chandra Shekhar Vikalang Khel Academy.

She wrote the book "Born again on the mountain", launched by Prime minister of India Narendra Modi in December 2014.

She was awarded Padma Shri, the fourth highest civilian award of India, in 2015. She was Awarded Tenzing Norgay Highest Mountaineering Award in India same as Arjun Award.

After climbing the Mount Everest Arunima Sinha's next goal was to climb all the seven highest peaks in all seven continents. She covered six peaks, in Asia, Europe, South America, Australia, Africa and North America by 2014. She summited Mt. Elburs of Russia (Europe) Elevation 5,642 m (18,510 ft), Prominence 4,741 m (15,554 ft) and Kilimanjaro of Tanzania(Africa)Elevation 5,895 m (19,341 ft) and Prominence 5,885 m (19,308 ft). On Jan 4, 2019, she climbed the seventh peak on Antarctica and became world's first female amputee to climb Mount Vinson.

Outcome of the session:

- || To teach the topic creatively for each and every classroom so all students involve and take interest in the subject to achieve zero backlog criteria.
- || To Set the target high and do all possible effort to achieve that.
- || To take revision of the topic for every class to remember quickly.
- || To design experiments in such a way that students understand the concept and solve with full effort.

Thanking You,

Prof. Jignesh Kadia
Adhoc Asst. Professor,
Electrical Department.
Saffrony Institute of Technology

Report on Outcome Focus and Goal Orientation

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Founder of Continuous Learning Pvt. Ltd. & International Training Fellow at JCI Training, USA

Date: 25th November 2019

Duration: 09:30 am to 04:30 pm

Venue: Auditorium Hall, S.P.B Patel Engineering College, Mehsana

No. of Participants: 25 Professor from various Departments Degree/Diploma in S.P.B Patel Engineering College.

Introduction and Objective:

The main aim to conduct workshop was to create awareness about goal setting and achieving desired outcomes. Goals are measurable smaller steps that took you to your objective. The workshop sessions were full of activities and learning which helps in creating out of box thinking nature in participated faculty members.

Workshop details:

Day 1 – 25th November 2019

The morning session was prathana “itni shakti hame dena”. After that there was a introductory speech by prof. Chitrlekha nahar about learnings from previous sessions. Thenafter kamal sir suggested some improvements in previous session reports. The first activity of the morning session was “Stuck in the elevator”.

1. Stuck in the elevator:

In this activity kamal sir said that let's imagine a situation that you stuck in one elevator and door is not opening. Here we need to find solutions to get out of elevator, starting from every simple obvious problem more complex orthodox problems. Here every time on suggestion of the solution kamal sir denying that solution like your phone is not working, emergency bell not working. Everyone started discussing solution starting from simple phone call to using credit card to open top fence.

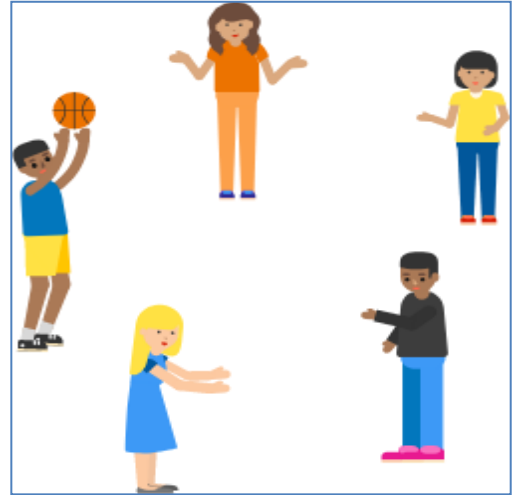
My Learning:

- If there are n problems than n+1 solution.
- This activity helps in realizing how our mind function in difficulties.
- If most simple obvious solution doesn't works than go for some orthodox solutions.

After this activity there was one more activity “Passing the ball” in which all participants are divided into group of six.

2. Passing the ball:

Here a ball needed to be passed from first member to last member and return back to first in such manner that it can not be passed to direct neighbours. We had played three round of this activity and there was improvements in time taken to pass the ball from first round to proceeding to third round. Kamal sir compared this activity to business manufacturing process. We all need to pass through this seven steps of process and also need to deliver product earliest as possible. We need to minimize time slice between switching from one activity to other.



My Learning:

- In our organization we are also following same procedure every year (Orientation, Teaching, course file, visits etc..). Instead of doing same thing every year we need to improve in our activities.

Kamal sir had given the example of airIndia and indigo airlines. AirIndia is taking much more waiting time between two flights compared to indigo airlines and that's why airIndia is suffering now.

After break kamal sir shared his own experience with activity “katrina ka swayamvar”. Here ketrina is in sense of some company and team member needs to prepare one member (product) in such way that ketrina will be ready to marry him (company will ready to accept your offer).

3. Tossing the ring:

In this activity team members were need to toss the ring on the bottle. The position of the bottle was decided by team members initially and than can toss ring accordingly (only adjacent locations).there was negative point also if you failed to achive. Some teams were aiming to play safe game and thus selecting lower targets thus there will be less negative points if failed and some teams are opting for higher target to achive more points. After three round results makes it clear that teams aiming for higher goals/targets were on top.

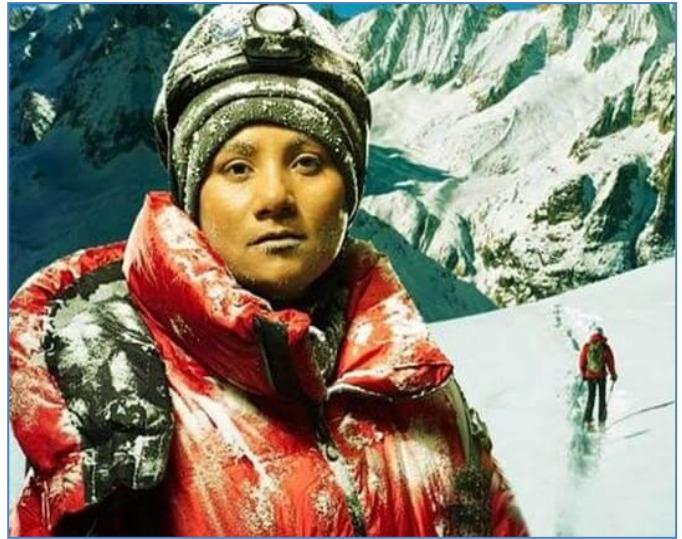


My Learning:

- Always aim for big goal, because it inspired us to take action accordingly.

Arunima Sinha: On top of the world

At the end of session, Kamal sir showed video of who became the world's first female amputee to climb Mount Everest in 2013. She was pushed from a running train by some robbers in 2011 while she was resisting them. As a result, her left leg had to be amputated below the knee, rod's in right leg and multiple fractures in spinal cord. But still she doesn't loss her hope. Her aim was to climb highest pick of each of the continent and she already achived till 2014. Problem she faced while climbing Mount Everest were also discussed by her in this video.



My Learning:

- Disability is not inability.
- Person can do anything, can achive anything if he/she breaks his/her limits and work hard.

Plan of action:

- I will work hard on my technical skills.
- I will enroll in .net udemy course so can deliver good content to students.
- I will focus more on counselling of students so that there will be no problems like less attendance and GTU fighters at end.

I am very thankful to institute for giving me this opportunity to attend this workshop. I will apply these learned things in my classroom for betterment of my teaching skill.

Your's sincerely,

Yagnesh R. Patel

Report on Outcome Focus & Goal Orientation

Name of Resource Person: Kamal Dabawala

Designation and Institute details: Training and development consultant, founder of “Continuous Learning Pvt.Ltd”

Duration: 10:00 am to 5:00 pm

Venue: Saffrony Institute of Technology Campus, S.P.B. Patel Engineering College, Linch, Mehsana

Introduction and Objective:

Outcomes are the positive changes for people as a consequence of an activity. For example, the activity of giving a child a pair of glasses leads to the outcomes of a child being able to see; and the child being able to read in class and gain confidence. Adopting an outcomes-focused approach means orienting organization to achieve outcomes – the results of your activities. Goal orientations are cognitive representations of the general type of goal an individual will tend to pursue. The objective of the programme is to analyze the outcomes for the goals fixed by you and similarly act upon a task or work. Fixing a goal to achieve one need to find the outcomes, the possible ones, and then need to act accordingly. How to evaluate the risk and to manage our task to achieve goal with a desired outcome makes it all possible for us to deal with the problems.

Workshop details:

Our day started with a prayer like always” itni shanti hamedenadaata” refreshes the thoughts and broaden up the minds also. Then we discussed the last FDP and recap of it was there.

Then it started with an activity. An activity on “**how mind functions in difficult situations**”. We were all said to assume that you are stuck in a situation where you are alone in a lift and suddenly the lift stopped working. Lift has stopped and you are alone in it, now find a way out of it. How can you manage to come out of the lift in which you are stuck? Now this is a very normal situation, it can happen to anyone, so we all started thinking to find a way out that lift. Now we started to come up with ideas, one simple solution was to press the bell/alarm button available in the lift.



But sir said suppose you tried to do so but it didn't work now find another solution. Then again everyone starts thinking and one of the members came with an idea of beating the door to make noise so that someone could listen. Nice idea but again sir strikes off the idea saying that no one was able to listen as the office was empty all left for their home and no one is there to listen to you. So we thought of trying to open the door with the hands, but the door is too hard to open up. Then again we all started scratching our brains to find a way out then an idea came of calling someone. Oops "No Network", now what to do? We found another solution to way out of it. If there is a fan opening then we can come out of it, but now the issue is how to reach the fan opening. The heighted fan opening is not reachable so we will jump up high to reach. And it goes on and no.

The learning: Our minds find a solution to a problem but we are smart enough to find the easiest solution of all. If there are 'n' number of problems in the world then our mind has n+ 1 solution. For a particular problem there are N numbers of solutions, but our mind goes to the easiest and simplest solutions of all. If the solution is not providing the desired solution then our mind will find another solution from N-1 solutions available and slowly we will upgrade our solution from simplest to simpler, simple to difficult and difficult to complex to more complex and finally the hardest of all solutions. And we will keep on searching for yet another solution.

Then an interesting concept by sir was introduced for introducing a new idea or finding output to an issue as a token of gift he introduced currency notes, interesting right! it can enhance the involvement of the member. Applying the same idea in class can also have an immersive effect on students; students will have more involvement in the class. Nice concept, I would like to certainly add this idea in my class.

After tea break we resumed the programme again with another activity “**Ball passing**” of the session manufacture & deliver a product to the client in the lowest possible delivery time. In this activity a ball was taken as the product for simulation. Each team has 6 members and a ball is provided as a product to be manufactured there were 4 rounds in this activity.

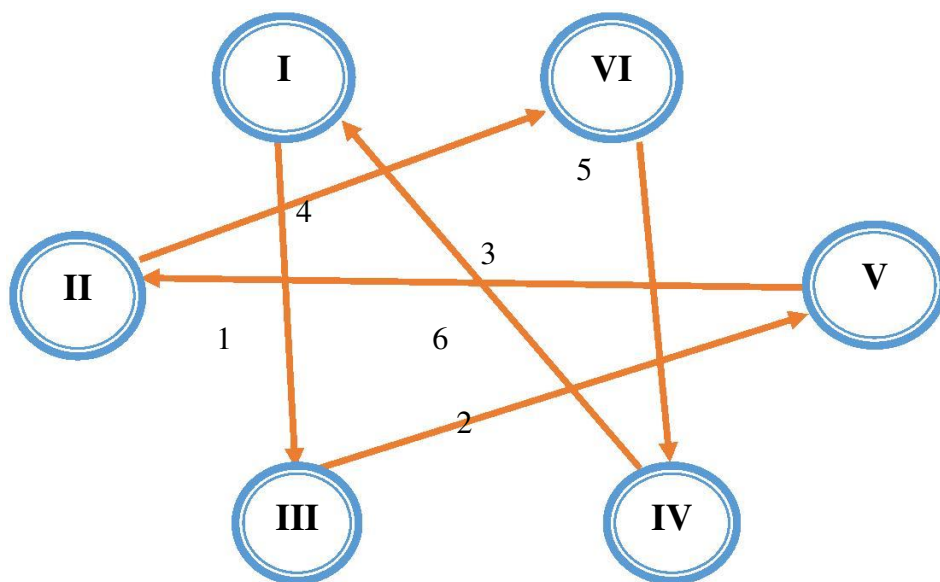
Round 1: it contains few rules of passing the ball

Rule no 1: do not pass to the immediate neighbor

Rule no 2: no one should be left and no one can be repeated

Rule no 3: start and end person should be same.

According to the rules we decided the pattern of passing the ball.



This was the process for our product to be manufactured after all the rules being followed. After succeeding in the first round we were moved to next round.

Round 2: In this round after the successful processing of the product we are now working with a MNC company and they need us to manufacture this product to do so we need to repeat the process 7 seven times to produce the final product. And each time the starting person has to count the number of times the process has been completed.

We started the process and practiced for a while and finally we were able to complete the product manufacturing in 33.24 seconds. It was nice achievement for us, as we thought of but next round explained it all. Let’s see what was next.

Round 3: Company was happy with the product but want more products to be manufactured from us now we need to find a solution to do so in less amount of time. The target was to manufacture the product in only 21 seconds. 21 seconds! first it sounds impossible for us from 33 to 21, difficult one, then we all started finding a way we can reduce the time to produce the product.

We started practicing to complete the product in less time. We were a bit casual in round 2 and also passing the ball slowly now we started passing the ball faster and also with care so that our product should not be broken down in between i.e. we should not miss the ball so that it can break the chain. Seemed to be impossible but in 17.84 seconds only we completed our task. Out of surprise we did it and not just did but unexpectedly completed in lesser time. “Now what will be next” came in the minds of all.

Round 4: “Reverse the challenge” now in this round we need to set our own target to complete the manufacturing of the product. We started thinking to cut-off the time by reducing the unnecessary work doing and reducing the time. After a lot of thinking we came with an idea of reducing time by placing 3 persons hand ideal and other 3 will swipe or move the ball according to the round.



After practicing the new way of manufacturing while following all the rules we decided our target 14.5 seconds. Amazing in previous round we were thinking 21 seconds is difficult to achieve and in this round we reached to 14.5 seconds. While deciding the target we also analyzed the situation and decided to keep a margin so in case of any slipping or any other kind of mistake while processing the product taking a higher target can help that is called **risk management**.

Round was completed and our achievement was 12.67 seconds, unbelievable. In reference to it a token as I referred earlier was been given to our team. What an exciting activity really.

The learning: To excel in a field or in work or in academics one needs to improve oneself and to achieve it, we need to fix some goal and fix the outcome of it and should plan accordingly. How can we improve and how to achieve our goal in minimum amount of time this is the most important part to be learned. We also learn that if we decrease the time of deadline we can achieve the same quality of outcomes as our mind's power will increase to achieve the target in deadline. Our mind will work on different outcomes and will act accordingly. Every year if we repeat the same cycle (process) as a part of any organization, less chances to grow. It is mandatory to make improvements, improvisations for better performance and results as well to remain relevant in this fast-changing world, **“Outcome Focused”**. And above all **“Make your own target to achieve & just beat it”**. But keep in mind the margin so that it could not affect the outcomes. Exceeding the expectations, under promise and over delivery can be achieved.

Solution best of all: pipe process can be best outcome of the product manufacturing as it can be completed in just 10 seconds, astonishing.

Now after the lunch break we had another activity, **“Ring Toss Game”** was played by the same group of faculty members. In this game we were provided with 4 rings, 6 score papers (100, 200, 400, 800, 1000 arranged in the same order from bottom to top) and a bottle to mark as a target. Now starting with rules of the game, there were 3 rounds with same rules will be followed.



First we need to select the target score paper, the score paper above and below it are available to us to choose for goal now 4 rings are there so we have 4 chances, the bottle is used as the goal. In one round after selecting the target score paper we can change the goal. For example, if target is 400 then we are eligible for 800 and 200 also for bottle to be placed as a goal and we can change in one round the place of bottle i.e. goal of ours.

There were few formulas which were needed to be followed (for marking of the teams).

1. Out of the four rings the highest points were player attempted and got succeeded get full points.
2. Lower point where player failed, 50% will be deducted.

The learning: first it was difficult to understand the rules, we analyzed how the points are been calculated and then accordingly we planned trying to gain maximum points and if a failure is arrive, play with the lowest points and loose the point to minimize the loss created. Take risk try to achieve it and goal for the highest of not succeed then for next but do not go for goals and targets under capacity. Target should be set higher then the capacity then only we can grow and can maximize our strength after defeating our weaknesses. **“Loss control”** was the key concept learned by the activity.

‘If we keep on playing the game for minimum then there is no growth so why not to play for maximum. So, set our goal first and then strengthen ourselves to reach the maximum’.

Identifying your outcomes is both challenging and rewarding. It can energize and engage employees once they can see that the work they are doing is leading to tangible change for the people they are working for. You don't have to get it right the first time. Understanding change is an iterative process and as you gather information about what works, you can evolve your outcomes.

Then an interesting thought was been shared by the kamal sir about the **circular movement** of the seating of the groups. It was done

1. To break the monotony and not leads to a boring environment.
2. Locations also act as advantage in learning.

3. Grouping leads to static learning, breaking it can also help in creating interesting environment.

Then finally we were shown a video of “**Dr. Arumina sinha**” a national player of volley ball. She was fighting for para military force she was going for the exam in delhi from lucknow while travelling in a train. It was a night journey and in the train there were chain snatchers in group tried to snatch her chain, she opposed, they were so inhuman that the thrown her out of the train. Unfortunately a train was also passing by; she got strike to the other train and fell on the ground between the trains.

Recounting the incident, she said:



“ I resisted and they pushed me out of the train. I could not move. I remember seeing a train coming towards me. I tried getting up. By then, the train had run over my leg. I don't remember anything after that. ”

Her leg was broken she was conscious but cannot move by her own. She was there for all night, in morning people nearby took her to the hospital. Story didn't end here public claimed her fault for the accident. To prove the people that she was right, she decided to climb Mount Everest with an amputated leg, a fractured spinal cord and another leg having rod. And she did it; even she is the first women to climb Mount Everest with an amputated leg and she also climbed all the seven highest peaks in all seven continents.

I would like to share some thoughts of mine and her sayings:

1. The way we think our body start working accordingly.
2. Golden chances are rare in life, go for it, it wouldn't be coming again for you.
3. If you want to reach to a height risk is always there.
4. Declare your goal and work for it.

These were few points came to me while workshop and thoughts of others also that inspired me too. Thank you sir for sharing your thoughts and also I am delighted to have an opportunity to attend to workshop. It will help me with the my coursework for better and interactive teachings

Your's Sincerely,

Ekta Joshi

Report on “Creative Thinking towards Fostering Culture of Innovation”

Name of Resource Person: Shri Kamal Dabawala

Designation and Institute details: Training & Development Consultant, Continuous Learning Pvt. Ltd.

Duration: 9.30 am to 4.30 pm

Venue: Auditorium Hall, S.P.B.Patel Engineering College, Linch

Introduction and Objective:

S.P.B.Patel College has been continuously organizing various Continuous Learning Workshops for strengthening the ability of faculty members of our institute. As a part of this Workshop, our institute has organized 3rd workshop on “Creative Thinking towards Fostering Culture of Innovation” 6 by Shri Kamal Dabawala.

Workshop Details:

The session was started with prayer, also discuss about previous session. The session was started with a group of five faculty members and the group is remained same for whole day and it was rotated in each session.

First he was explained about forgetting curve, which was publishing in Harverd business review.”If new information isn’t applied, we’ll forget about 75% of it after just six days”. From these curve we learned that if we will not apply the things learned, we will almost forget within just six days.

Then after talking on three words “Discovery, Invention and Innovation”

Discovery: A new increment of knowledge. Example is the discovery of Electricity.

Invention: A new device or Process. Example is telephone.

Innovation: A better way of doing things, modification in existing systems Example is Apple Company.

Then lots of discussion is going on it to explain all things in details as well as sir has shared lots of videos likes Samsung foldable smart phone, Transport free application by Rahul Pateliya, Mybyk by Arjit Soni etc. I like one sentence “What problem of the world, you are solving” also we see video on kaku and sam pitroda. We played one activity on draw natural scene, most of people draw same natural scene we learn in our childhood, no one try to create new. Second activity on Build a human machine in group, we learn how to implementing innovative idea. He was also discussing about BKD model.

BE: Realize you are born to creative

KNOW: How to develop creative thinking habits

DO: Apply creativity.

Then, he was talk about “Mitti Cool” by Mansukhbhai Prajapati. He lived in vakaner and awarded by Dr. A.P.J. Abdul Kalam, former president of India. His dream child, Mitti Cool, is an attempt towards connecting mankind more changeless with clay and soil. From this example we learn, do something new or innovative in current profession, try to applied idea into action, try to focus on solving problems and ready for accept challenges etc.

Another example he was talk about is “Maruti Jula” by Sakrabhai Prajapati. It was also great example of creativity. He produced a flexible health care chair. The ‘Flexible health care chair’ is a collapsible and portable health care chair and can serve the purpose of sitting as well as exercising.

He also talks about barriers to creativity.

- || Knowledge
- || It’s not possible
- || It seems very funny
- || No one has done it before.

Then, we saw a video on “OLA” cabs. Bhavish Agrawal is founder of “OLA” cabs. He was completed his graduate from IIT, Bombay in 2008. He was talked about challenges faced by him through his journey from normal person to OLA founder. Kamal sir then talked about Ruchi Sanghvi who was the first woman engineer in Facebook. She faced lots difficulties in her life.

We also do another activity of picking up small marbles and balls from a jar filled with water with given resources. From which we learned that, we make innovations even with the limited resources.

He also talks about 4-C model of creativity.

- || Mini C - Interpretative Creativity
- || Little C - Everyday Creativity
- || Pro-C - Expert Creativity
- || Big C - Eminent Creativity

At the end of session, we were seeing some clips of movie “Apollo-13”. From which we learned that, always ready to solve problem with limited resources.

Finally, session was very much interesting and made us open our mind more towards creativity

Yours Sincerely,

Chandresh Patel

Name of Resource Person: Shri Kamal Dabawala.

Duration: 10:00 AM to 4:45 PM

Venue: Seminar Hall, Saffrony Institute of Technology, Linch.

Introduction and Objective:

This workshop is a part of the Series of Workshop conducted at different time interval, where this was the 4th one.

The aim of Workshop is to developed an exceptional perception, creativity and outcome orientation idea and learning towards the teaching profession

The 6 different days will be covering 6 different topics. So far the topics covered are:

- FDP 1: Roles of a Teacher and Various Learning Techniques.
- FDP 2: Individual Focus to Team Focus.
- FDP 3: Creative Thinking towards fostering Culture of Innovation.
- FDP 4: Outcome Focus & Goal Orientation.

Every time in Kamal Sir's Session thing which are inspire me the most is the session plan in terms of detail planning and description of activity , execution of it and after word explanation of the result and learning. We need to learn from him that how to gather the quality information and sequence them in such a order that everyone get most out of it.

Activity 1: Elevator escape.

He has start the session with challenge where we have to give the different way of escaping the elevator which is stuck in between the floor. Many of us gave so many ideas like we can call the security; we can unscrew the exhaust fan and get out the box, we can unscrew the switch board and check the wiring if there is possible fault we can find out and start the elevator where they have thought of using shirt buttons to unscrew the switch board,....likewise many idea where keep on coming toward the exception from the left.

Actually it inspires us and Kamal sir has concluded the session that to get perfect idea to escape from the lift is the continuous journey. Mind keep on adjusting with every

constraints like we don't have mobile, no one is there to help you out, we cannot open the switch board and still it think of new ways to escape from the lift. Which point us that the "excellent idea is a journey not a destination".

- It also realize that everyone have to copy first to design new thinking. I recall my memory of famous architect seminar in New Delhi Ar. Daniel Libeskind who have answer the question of audience that how he have created the such a wonder full peace of building than he have simply reply that I am coping from most famous architects work and in the long run I have created the master peace.
- Kamal Sir has also mentioned that if there is n number of problems than there is (n+1) number of solutions we have with our mind.
- He have also talk on Micro Lab planning where student have to present on different topics and due to many different topic output in learning will be very height.
- This time he have get the fake currency 2000 Rs, 1000 Rs and 500 Rs to encourage the faculty where he distributed among us for enthusiastically participating in the discussion and putting our points and understanding. We also gave the example of Orange cap, Star, or chocolate to involve the student in session.
- He also share with us that we need to put all the information of topic in PPT first as safety net when we have to present something to someone which give us confidence than we can go for activity planning, detailing the session with video, story, examples, or creative exercise.

Activity 2: Passing the Ball. (To be organized)

Activity 3: Throwing the ring. (Declared target)



Activity 4: Arunima Sinha.

Committees to which I belong to and the measurable areas where I need to improve.

Outcomes

- Enhanced Creativity: Developing unique solutions through continuous brainstorming and overcoming constraints.
- Effective Information Sequencing: Learning to gather and organize quality information in a structured manner for optimal presentation.
- Innovative Teaching Techniques: Applying creative and engaging methods to motivate and involve students in learning activities.
- Problem-Solving Skills: Cultivating the ability to find multiple solutions for a single problem.
- Goal Orientation: Focusing on outcomes and goal-setting to achieve higher professional standards and teaching efficacy.

Conclusion

The workshop conducted by Shri Kamal Dabawala was exceptionally enlightening, emphasizing the journey of idea development, innovative problem-solving, and the importance of structured planning in teaching. The activities fostered creativity, encouraged participation, and highlighted the significance of a goal-oriented approach in education. These learnings are invaluable for enhancing teaching methodologies and fostering a culture of continuous improvement and innovation in the educational field.

Prepared by

Kanu Patel

Report on Understanding Global Perspective and Methodologies used in Delivering Design Engineering Courses

Name of Resource Person: Mr.Kamal Dabawala

Designation and Institute details: Training and Development Consultant

Duration: 9:30 am to 4:30 pm

Venue: Saffrony Institute of Technology, Ahmedabad – Mehsana Highway, Linch, Gujarat.

Introduction and Objective:

- The purpose to conduct the workshop was to encourage the development of Innovation, creativity and Application of Out of box Techniques in Education system. The basic need in Morden era of 21st century creativity, innovation, redesign and invention which help to sustain in globally competitive world. It was also done to show the various level of creativity and to develop the attitude of innovator along with various tools and techniques of. It was also done to encourage the students to bring change in subjects like project and design engineering with redesign or incremental increment in design by applying fundamental of different branches of Engineering.

Workshop details:

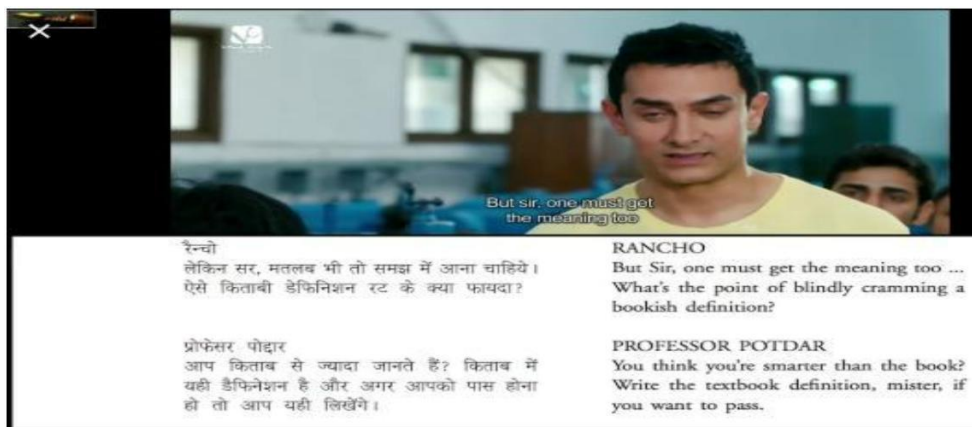
- The first session of the day started with an Forgetting curve [1] Importance which show the importance of recall or recap of the topics learned in past and it's application.
- First FDP session related to the “Role of Teacher and Methods of Teaching”, second one was on “How We Can Work as Team” and present one was about “How We Can Foster an Environment” where creative thinking took place. Difference among the terms Discovery, Invention and Innovation was discussed with example.



- Discussion is further extended with points like ‘how to nurture the innovative-thinking culture as a habit’, How to motivate the students by sharing case studies which help them to solve real world problem.
- **The point of discussion was whenever the case study was shared during lecture session by a faculty member insights points like:**
 - ❖ “**Case study** is a methodology used to explore a particular instance in detail.it is normally naturalistic, exploring the case in its usual context, rather than attempting to set up a theoretical proofs and supported documents. It provides a different way of looking at problems and solving them. The thinking process that goes into it will help students develop their creativity and their problem solving skills.
- After conversation with faculty members, one activity was assigned where each one has to draw a natural scene which fitted orthodox way in our mind since childhood. Later on the speaker displayed da picture that has similarity of around 90 % with each one’s picture. Results are quit suppressible despite of diversity of place, knowledge and culture we are moulded to be same.
- The critically important message that the speaker wanted to convey was how participants since childhood trained to think and creative power had been fixed firmly by their teachers/education system on their minds were passed to them carelessly [2], passed-on to their students.(For Example: incident of 3 IDIOTS Movie based upon Engineering theme where professor asked definition of Machine, catch the pictures)

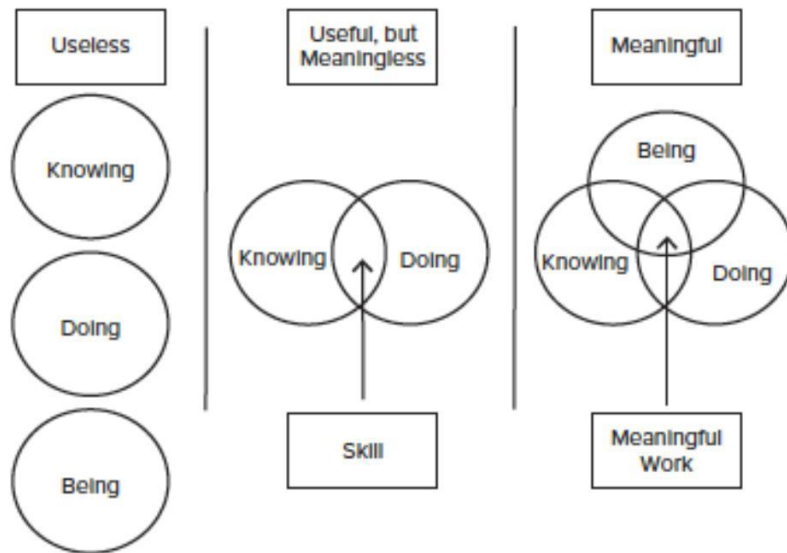


A **machine** is any combination of bodies so connected that their relative motions are constrained, and by **means** of which force and motion may be transmitted and modified, as a screw and its nut, or a lever arranged to turn about a fulcrum or a pulley about its pivot, etc, especially, a ..



- **Key Point:** Be always creative in your answers, work & things you do which helps you become more capable of your own.

- After the ‘Tea-break’ one more activity took place where different teams were formed and each team required to personify the machine. Speaker showed that activity by taking the help of one faculty member and demonstrated the function of photocopier machine. Our team also made the “Electric generator”.



- The motto behind the activity was the team’s creativity and collaboration. Speaker then explained the BKD model. i.e. The BKD model stands for being, knowing and doing and is key to understanding how to create an amazing organizational culture that provides meaning at work and transforms performance.

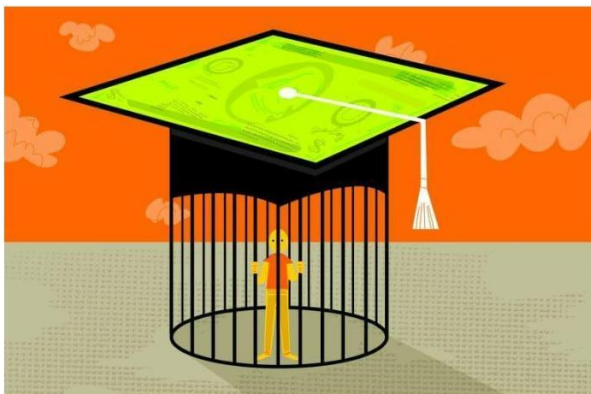
After the lunch session:

- After the lunch session, some warm-up activities taken place as a part of ICE BREAKING ACTIVITIES which help to help relieve tension and encourage us to be relax. Few cases were also discussed where innovations tuned up in to successful Business model. Which are sustainable and ecofriendly solution for community like Mitticool from Mukesh Pajaptai, Maruti Jhoola (innovative health care chair) from Shakarabhai and Ola Entrepreneur.



- The key point was that ideas (creativity) converted in to innovation (useful product/solution that affects/serves conman people in society) only if the creator took that idea to workshop and finally to the masses.

- “Thinking, Working and Serving” were three steps involved. Many innovative ideas didn’t see the light-of-the-day because of one or the other reason(s) ranging from fear of failure to mockery. Many other cases were also shown which were aired on Discovery channel under “My Technology” program. Again notable thing was innovators didn’t seem highly educated and actually ‘it doesn’t require to be’. Speaker also provided information about various innovations fostering environment from state as well as union governments. For example, Gujarat Innovation Council-Startup Center and Innovation Council of India.
- Third activity was related to perspective of rational thinking and then try to solve the problem.



Optimist Pessimist Feminist



"it's half full"

"it's half empty"

"it raped me"

- Fourth activity correlated with out-of-the-box’ means to think differently, unconventionally, or from a new perspective in that, Shri Kamal Dabawala sir show the picture of . Then participants were required to provide at least one use of it which had not been provided by any other participant in the workshop. Approximately 30 responses/uses were recorded just in five minutes.



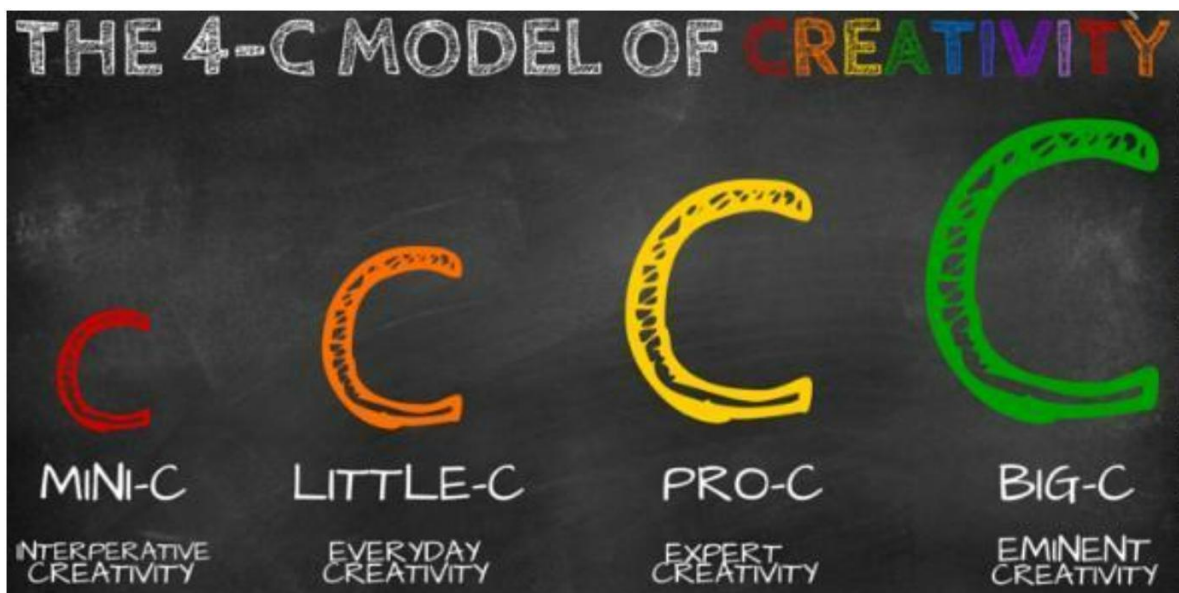
- Next point of discussion was about Barrier to creativity, which means challenges facing Creative Thinking are like lack of direction from yourself or others, being afraid of failure. Never changing or adapting to the situation, not thinking proactively, you rationalize and never improve.

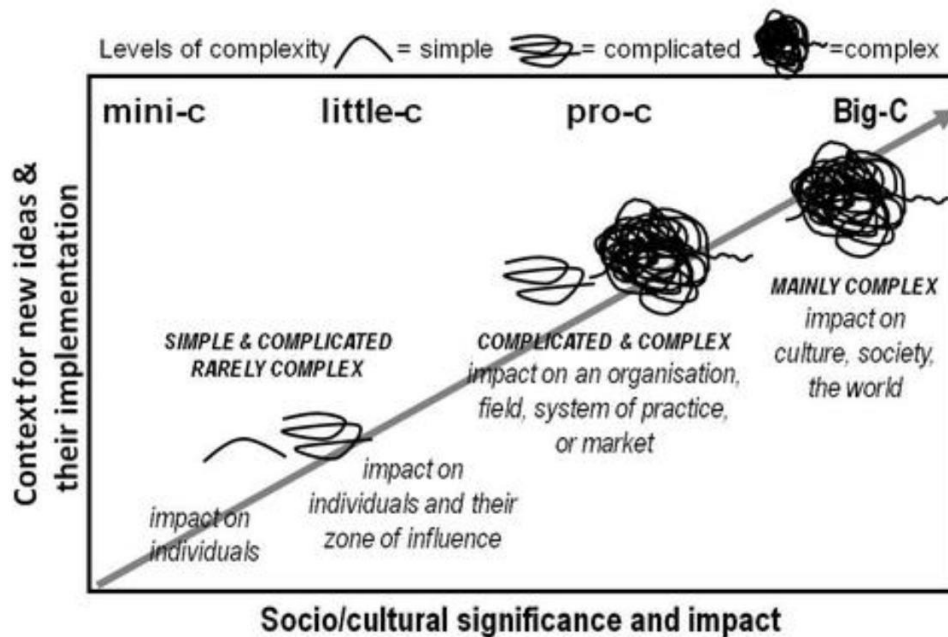


- Followed activity was even more interesting and that was “Extraction Challenge”. Participants were given some limited resources and each team required to make one prototype in less than ten minutes to extract impurities from the jar filled with “contaminated” water.



- The idea behind the activity was that it's not necessary to be resourceful to solve the problem and every-time it's not even possible in all situations, in such cases, ‘creativity, critical and out-of-the-box’ thinking process, if developed as a part of an individual's habit, helps a lot. Sir has also included the story of APPOLO 13 Movie in which NASA must devise a strategy to return Apollo 13 to Earth safely after the spacecraft undergoes massive internal damage putting the lives of the three astronauts on board in jeopardy.
- At last, “4-C model of creativity” was discussed. How one’s creative idea just popped-up in the mind for a fraction of second, if captured and implemented for self (Mini-C), to serve/help the creator’s surroundings (Little-C) to the domain(Pro-C) and finally Big-C (masses/human-race) in their day to day lives.





- After attending the workshop, I have a plan to promote and share context which includes research papers, videos and other such material(s) published in the field Creativity which nurture creativity as a habit in students while preparing projects in design engineering and Final year project.

At last I wish to express my wholehearted gratitude and sincere thanks for opportunity provided at campus.

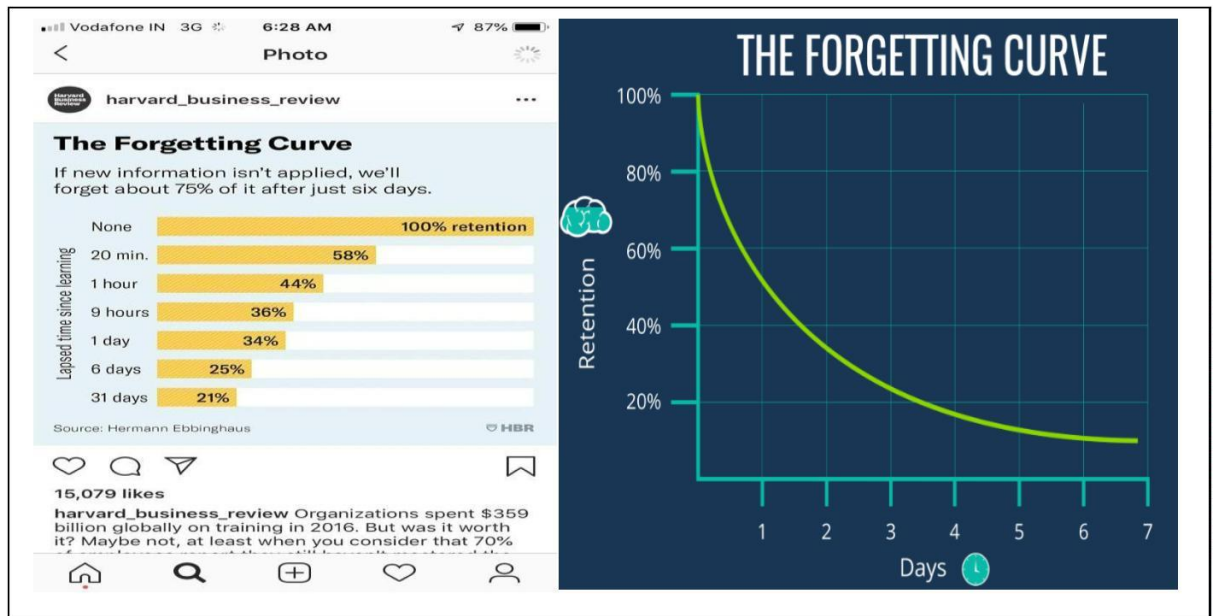
Yours Sincerely,

Prof. Sagar H. Patel

(Mechanical Department)

Enclosure of References.

1.



2. <https://www.youtube.com/watch?v=-MkASchodc>
(3 Idiots-Movie- Release date: 25 December 2009)