

SREYAS INSTITUTE OF ENGINEERING AND TECHNOLOGY

**Report on One Week Faculty Development Programme
On
COURAGEOUS SREYANS**

A One Week Faculty Development Programme on “COURAGEOUS SREYANS” was organized by Sreyas Institute Of Engineering And Technology SIET from 17th – 22nd December, 2018. It was steered by Dr. Suresh Akella, Principal, SIET with the help of Humanities & Sciences Department. The “Courageous Sreyans” is an initiative seeded by the Deloitte company. “Deloitte” and “TASK” together have organized a two day workshop with the title “Courageous Principals” as a social responsibility to guide the Principals who in turn assist the staff & students to become Disciplined, Courageous and Focused to face any challenge in the personal and professional front.

The FDP at SIET was intended to provide tools and techniques in questioning and discovering oneself to face challenges in personal and professional point of view. The programme was also designed to help the faculty to know what type of personality they carry and what type of personalities they encounter within family, at work and in society and help them to make their relations more purposeful. The FDP was attended by teaching and non teaching staff of SIET.



INAUGURAL SESSION:

The programme commenced with the invocation ceremony. The esteemed dignitaries [Shri Ch Ravindranath Yadav, Secretary, SIET; Shri A Hriday Reddy, Vice Chairman, SIET; Dr. Suresh Akella, Principal, SIET and the HODs of all Departments] were requested to kindle the lamp by invoking goddess Saraswati to make the day a blessed one.



THE OVERVIEW OF THE FDP:

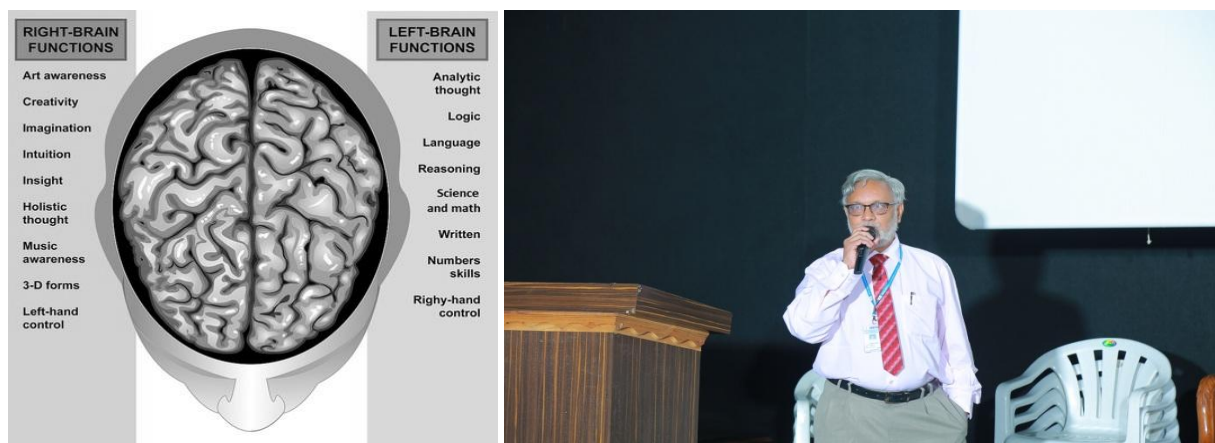
The FDP was designed into modules. Each module was structured as a session.

Session I : Module 1: PROBLEM DESIGNING

Mrs. K. Surekha, faculty of H&S has delivered a lecture on Problem Designing by giving a “Case Study of Sharmila”. In this session, she made the audience to identify their main challenge faced by them currently and guided them to design a route map to deal it. The audience participated well and had a healthy discussion.



Module 2: BUSINESS CHEMISTRY: KNOW YOUR INNER-SELF



Dr. Suresh Akella, Principal, SIET has steered the session “Business Chemistry. In this session, he explained in detail the personality trait patterns associated with Neuro-Chemicals and four personality domains. The four domains of Human Neuro-Chemistry are ‘Pioneer’, ‘Driver’, ‘Integrator’ and ‘Guardian’.

Dr. Suresh Akella, further has shown four videos of Theodore Roosevelt (Driver), Abraham Lincoln (Integrator), Queen Victoria (Guardian) and Ernest Shackleton (Pioneer) to make it lucid and comprehensible about the domineering traits.

MODULE 3: QUESTIONING TECHNIQUES

Different questions raise different answers, it's important to think through our purpose and objectives before asking any question.

This module consists of five tools which are the techniques to pose a question. The five types of Questioning methods are 'Telling', 'Closed ended', 'Open ended', 'Nudging' and 'Silence'.

This module was enacted in the form of Class room Situation narrated by Mr.B.Rahul and Mrs. P.Banu. The characters were played by Mr.O.Anil Kumar, Mr.G.Siddhanth, Miss.D.Jyoshna, Mrs.R.Swathi and Mrs.G.Celestina as students. Dr.T.Haripriya played the role of a teacher.



MODULE – 4 - I DISCOVER – YOU DISCOVER

In this module, the roles portrayed by the faculty illustrated that a faculty needs to play different shades of personalities to discover the students. We should discover ourselves whether we are biased and having presumptions before labeling a student. We should shed ego and make the students comfortable. The four roles are the Investigator, Physician, Professor and Therapist. The class room situation is narrated by Mr.Md.Naseeruddin, HOD, H&S. The characters played by the faculty members, Mr.Rahul as Investigator, Mr.Kiran Kumar as Physician, Mrs.G.Kavitha as Professor and Dr.A.Hymavathi as Therapist. Miss.Jyoshna, Mr.O.Anil Kumar, Mr.G.Siddhanth, Mrs.R.Swathi and Mrs.G.Celestina played the roles of students.



MODULE 5- REFERENCES: RESISTANCE TYPES

This module was narrated by Mrs.P.Banu and Mr.B.Rahul. The skit is about staff meeting which shows the different ways stake holders may react to the changes that are suggested in an organization taking them as key challenges. However there might be different reactions to the changes by the stake holders. It is important to understand and take appropriate corrective actions to overcome these hurdles to reach the goal for the organizational growth.

The role play with scene of staff meeting enacted by the faculty members, Mr.O.Anil Kumar, Mr.G.Siddhanth, Miss D.Jyoshna, Mrs.R.Swathi, Mrs.G.Celestina, Mr.Noel, Mr.Vidyasagar, Mrs.Deepika and Mr.Shivaram Reddy. Mr.A.Prabhakar Reddy played the role of HOD.



MODULE 6- LEADING AND ENABLING CHANGE

This is the final implementation step of using the skills such as **Defining Key Problem, Hunching Business Chemistry, Using our Questioning Skills and Enquiry Methods.** The skit was narrated by Mr.Sri Harsha, Mr.Md.Sohail Nizamuddin and Mr.Kiran Kumar as advocates, Miss.D.Jyoshna, Mr.G.Siddhanth, Mrs.G.Kavitha, Mrs Ch.Vasavi Rao Mrs.R.Swathi and Mrs.G.Celestina played the roles of staff members.



VALEDICTORY

The management members heartily congratulated all the participants for taking initiative to perform the role plays and bringing out the importance of teamwork in the organization. Certificates were given to the participants and the Programme ended with Vote of Thanks proposed by Mr.Md.Naseeruddin, HOD-H&S