



CRITERIA 6-GOVERNNANCE, LEADERSHIP AND MANAGEMENT

KEY INDICATOR-6.3 FACULTY EMPOWERNMENT STRATEGIES

**6.3.3 Percentage of teaching and non-teaching staff
participating in Faculty development Programmes (FDP),
professional development /administrative training programs
during the last five years**

Link

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Faculty Development Program

On

“Lateral Thinking”

Conducted by,

Mr. Sunil Kasat,

Director

R.G.Kasat Industries Pvt Ltd, Pune.

Date : 17/07/2021

Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the concept Lateral Thinking.
2. To understand the requirements for Lateral Thinking.
3. To help teaching Staff to identify necessary actions required for lateral thinking.
4. To help in removing doubts about Lateral Thinking

Session Details :**Targeted Audience:**

All teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 17/07/2021

Time: 11.00 AM

Venue: Boardroom , Lotus Business School,

Outcome of Program : Participants understood the concept Lateral Thinking.



Date: 5th July 2021

To,
Mr.Sunil Kasat,
Director,
R.G.Kasat Industries Pvt.Ltd,Pune

Subject: To Invite you as resource person for FDP on "Lateral Thinking"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Outcome Based Education" under one day FDP to be held in our college on 17th July 2021 , Time 11am -4 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



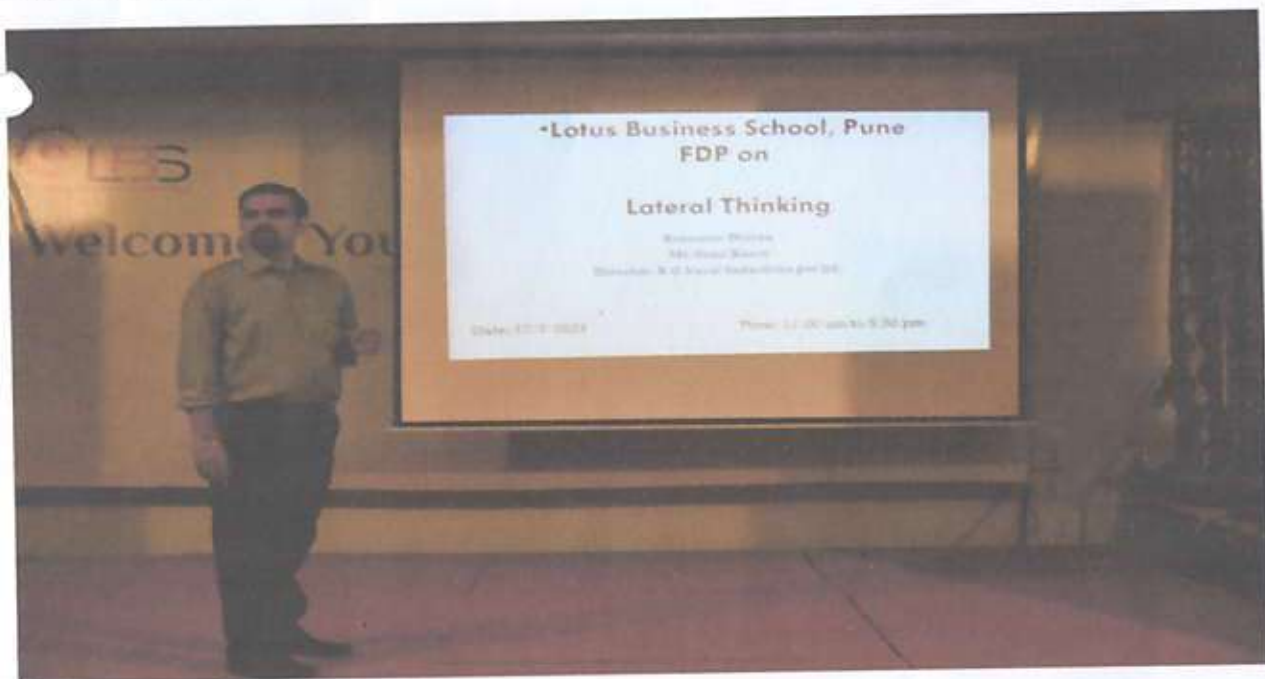
Dr.Satish Warpade
Director
Lotus Business School, Pune



FDP on "Lateral Thinking," Speaker Mr.Sunil Kasat, Director, R.G.Kasat Industries Pvt Ltd, Pune.

Venue : Lotus Business School ,Punawale

Date : 17/07/2021



Lateral Thinking

- Lateral thinking is a term coined by Edward de Bono, a Maltese psychologist, physician, and writer
- de Bono defines Lateral Thinking as methods of thinking concerned with changing concepts and perception.

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FUNDAMENTALS OF LATERAL THINKING

4. LATERAL THINKING CHANGES PERSPECTIVE JUST TO BE PROVOCATIVE.



REFRAMING CAN FIND NEW MEANING FROM THE SAME INFORMATION

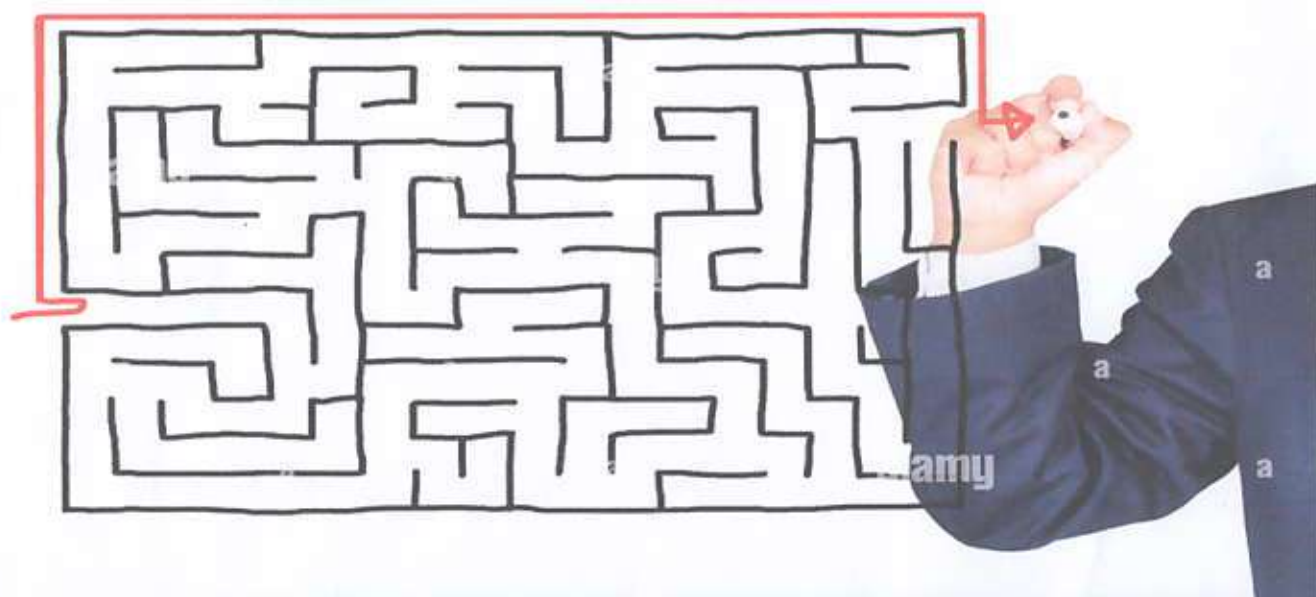


What is Lateral Thinking?

- Lateral Thinking is solving problems through an indirect and creative approach.
- The term was coined in 1967 by Edward de Bono.
- Lateral thinking is for changing concepts and perceptions.
- Lateral thinking, is the ability to think creatively.



“ Rightness is what matters in vertical thinking. Richness is what matters in lateral thinking ”
- Edward de Bono



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Image ID: D19NEG
www.alamy.com

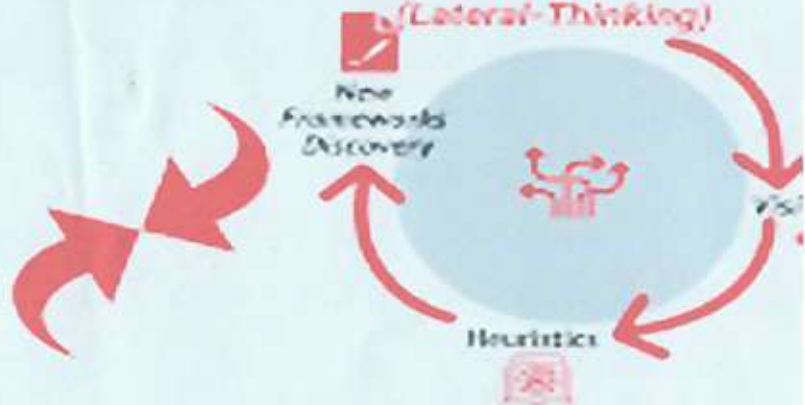
Is Lateral Thinking?

ing is a business strategy that involves approaching a problem from a different direction. The right to remove traditionally formulaic and routine approaches to problem solving by advocating ing, therefore finding unconventional ways to solve a known problem. This sort of non-linear problem solving, can at times, create a big impact.

Linear Decision-Making Models (Conventional Thinking)

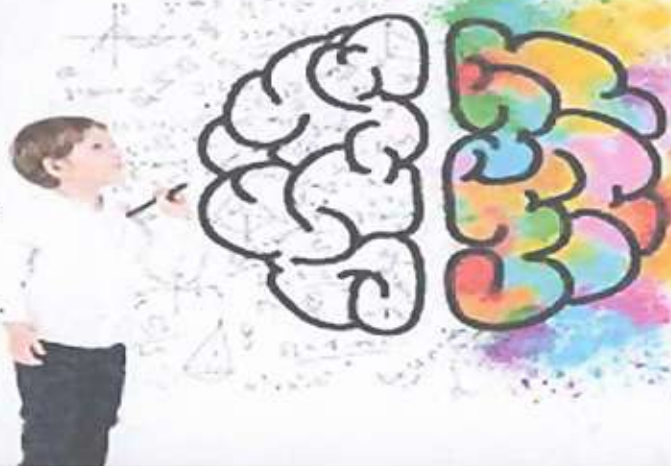


Non-linear Decision-Making Models (Lateral-Thinking)



FourW

Lateral
is all
being
and
of mind
rather
manner.




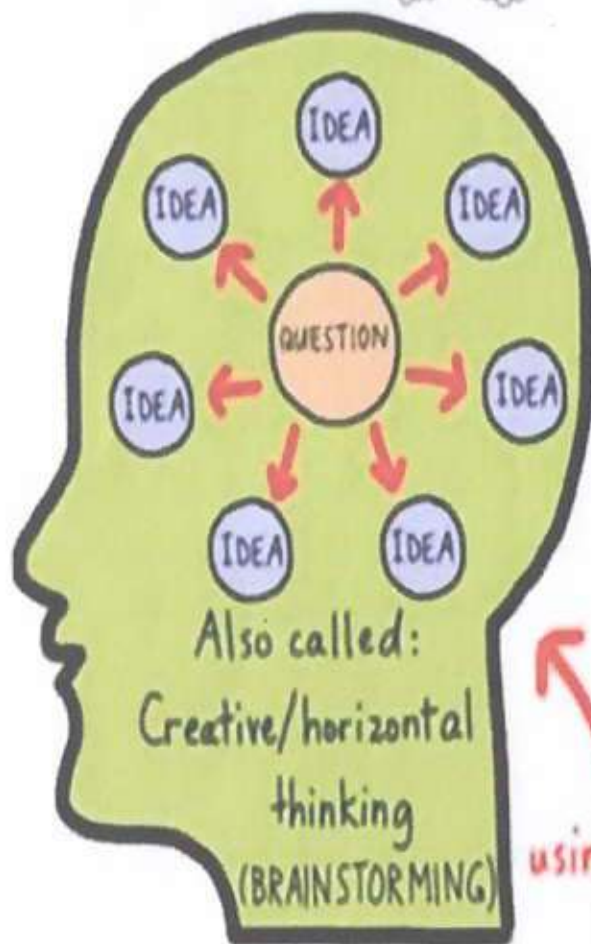
thinking
about
creative
application
in a
unique




Modes of Thinking

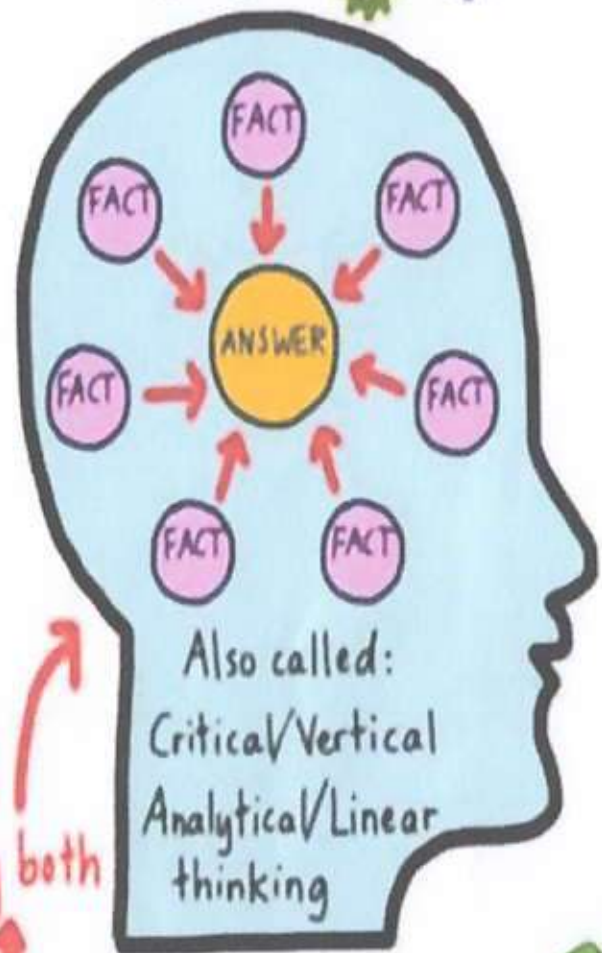
Divergent Thinking

Using imagination 



Convergent Thinking

Using logic 



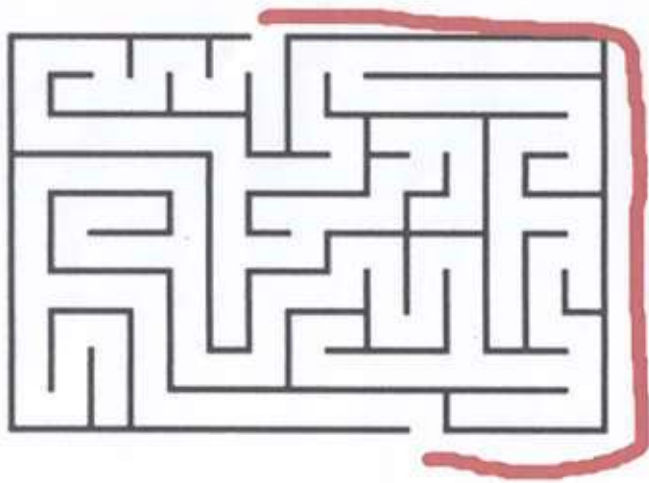
using both 

Lateral Thinking: Thinking "Outside the box" 

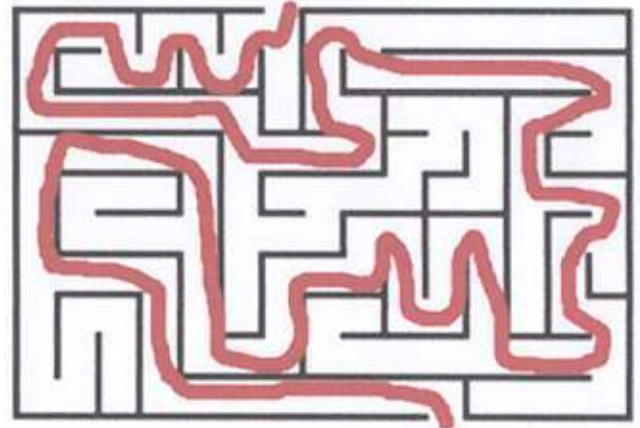
@sylvia duckworth



Lateral Thinking



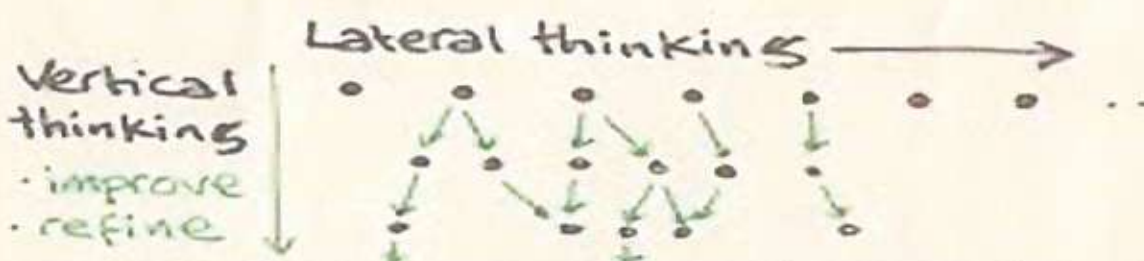
Analytical Thinking



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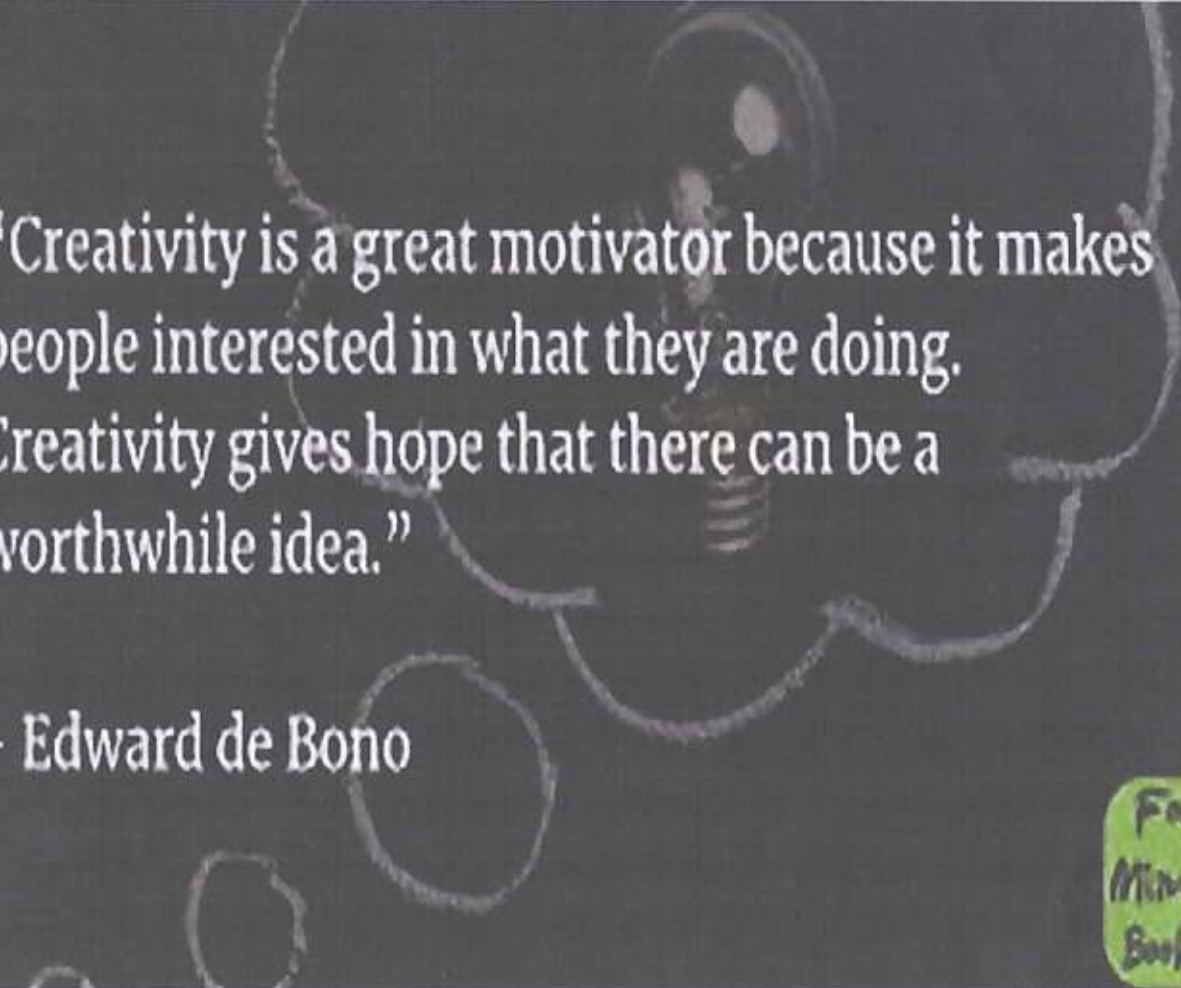
FUNDAMENTALS OF LATERAL THINKING

1. LATERAL THINKING IS ABOUT INCREASING THE BREADTH OF OPTIONS



We need both vertical and lateral thinking





“Creativity is a great motivator because it makes people interested in what they are doing. Creativity gives hope that there can be a worthwhile idea.”

- Edward de Bono

Four
Minute
Books



Attendance for FDP: on "Lateral Thinking," Speaker Mr. Sunil Kasat, Director, R.G.Kasat Industries Pvt Ltd, Pune. Date : 17/7/2021

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Dr. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Tushar Pokharnikar	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Drishti Kaj	Assistant Professor
15	Prajakta Gajare	Assistant Professor
16	Sudarshan Babar	Assistant Professor
17	Sonali Indalkar	Assistant Professor



Date: 17th July 2021

To,
Mr. Sunil Kasat
Director,
R.G. Kasat Industries Pvt. Ltd, Pune

Subject: Thanks for your valuable presence as a Resource Person for One Day Faculty Development Program on "Lateral Thinking"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Faculty Development Program on "Lateral Thinking" conducted at Lotus Business School on 17th July 2021.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Payment Voucher

No. : 77

Dated : 31-Jul-2021

Particulars	Amount
Account : Faculty Development Prog Expnses	5,000.00
Through : Cash	
On Account of : Being cash paid to FDP on "Lateral Thinking" Mr.Sunil Kasat.	
Amount (in words) : Indian Rupees Five Thousand Only	
	<u>₹ 5,000.00</u>

Receiver's Signature:

Authorised Signatory



Personal Financial Planning

by Dr. Anil Poman

Lotus Business School

Sr.No	Name of Member	Age			
1	Sonali Suresh Indalkar	27			
2	Shyam Puyed	28			
3	Pushkarni Khade	28			
4	Dr. Anil Poman	34	Minimum Age	27	
5	RAJESH NAMDEV GADE	34			
6	Mrs.Nutan Nilesh Gholap	35	Maximum Age	54	
7	Prof.Ganesh Pandit Pathak	35			
8	Pranita Ashok Arbat	35	Average Age	39	
9	Mrs.Vanashree Manas Gosavi	36			
10	RUSHIKESH BALASAHEB KOLHE	36			
11	Pravin Dattatrey Talekar	37			
12	RAJANIKANT SHRIKANT DHAMAL	38			
13	Sunil Ramdas Prajapati	44			
14	Navnath Dhondiba Tanpur	44			
15	Dr. Dhananjay Dilip Deshpande	46			
16	Manisha Purohit	47			
17	Prof. Dr. Satish Warpade	47			
18	Prof.VIVEK SURESH KESKAR	50			
19	Chandrakant Thorat	54			



Manojale
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune 41033



**IF YOU CAN NOT
MEASURE,
YOU CAN NOT
MANAGE**

Director

Swami Sevabhravi Sanstha's
Lotus Business School
Pune - 411 032

How much to Save!!!!

50/30/20 RULE

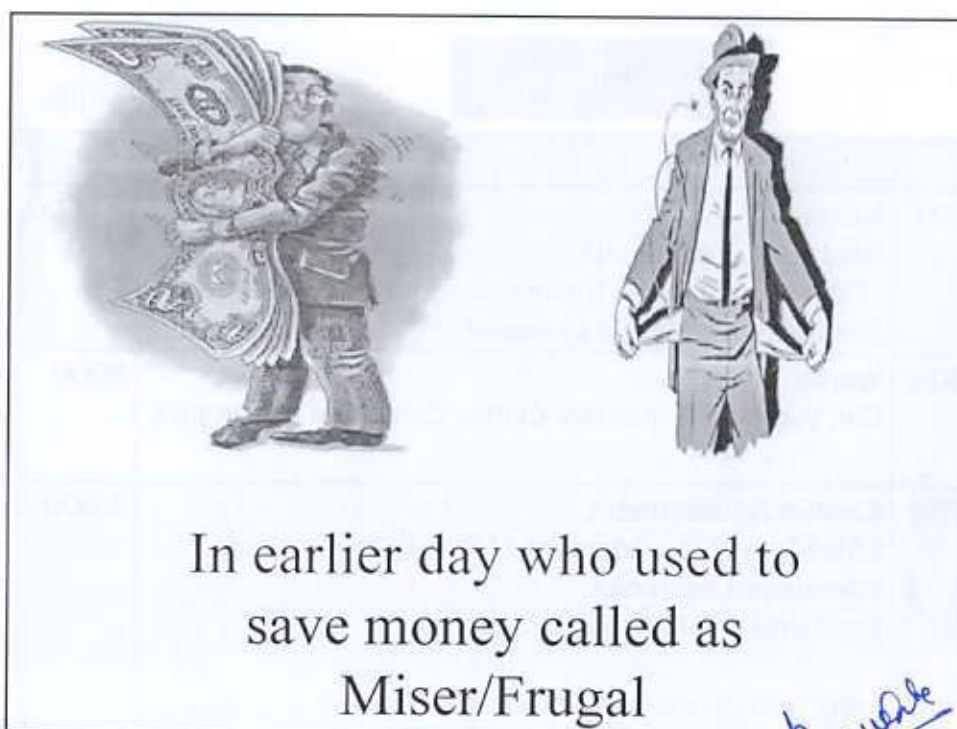


50 : 30 : 20		Early stage of life
		20,000
50%	Needs Rent/EMI, Food, Cloath „Education, Medical, Trasporation, Utility bills – Electricity, Mobile, Gas, Internet	10,000
30%	Wants Car, Vacation ,Expensive Cloths, Consumer Electronics	6000
20%	Savings & Investment Short Term- Downpayment of Home, Car, vacation, Consumer Electronics Equipement, Medical Expenses etc Long Term- Child's Education & Marriage Retirement Medical Expenses	4,000

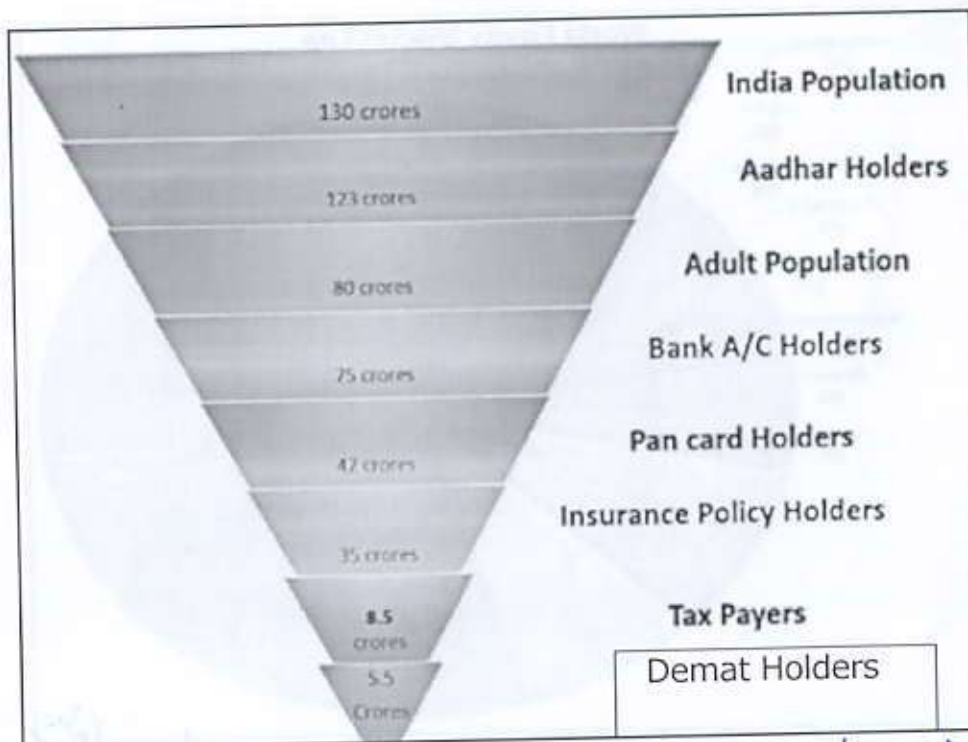


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50 : 20 : 30		Later stage of life
		20,000
50%	Needs Rent/EMI, Food,Cloath ,Trasporation,Utility bills – Electricity, Mobile, Gas,Internet	10,000
20%	Wants Car, Vacation ,Expensive Cloths, Consumer Electronics	4000
30%	Savings & Investment Short Term- Downpayment of Home,Car,vacation, Consumer Electronics Equipment, Medical Expenses etc Long Term- Child's Education & Marriage,Retirement,Medical Expenses	6,000

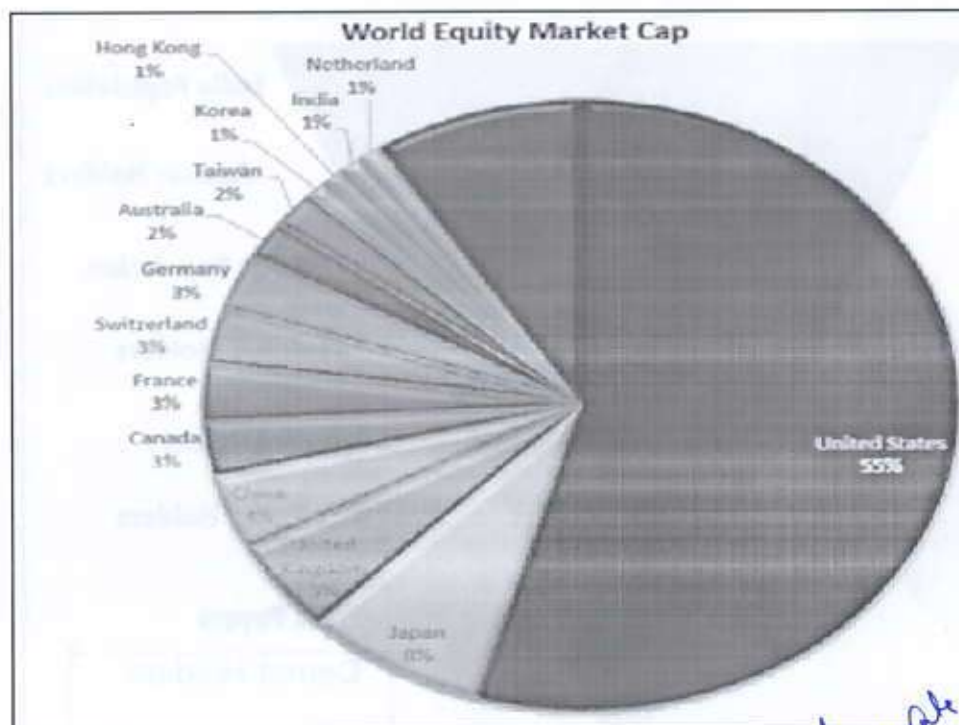


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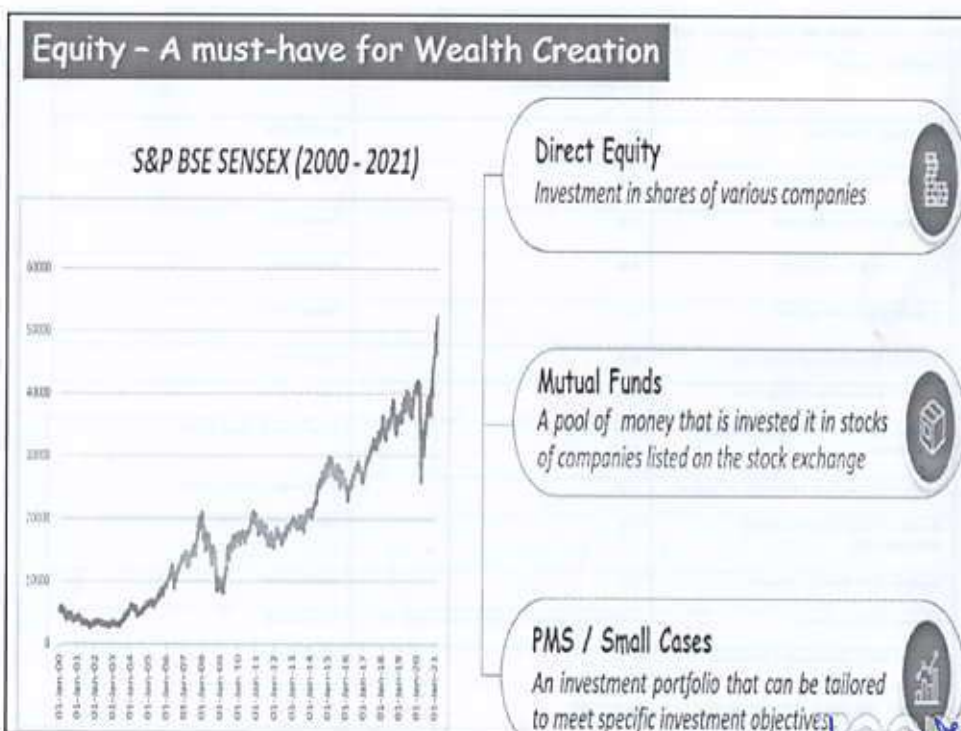
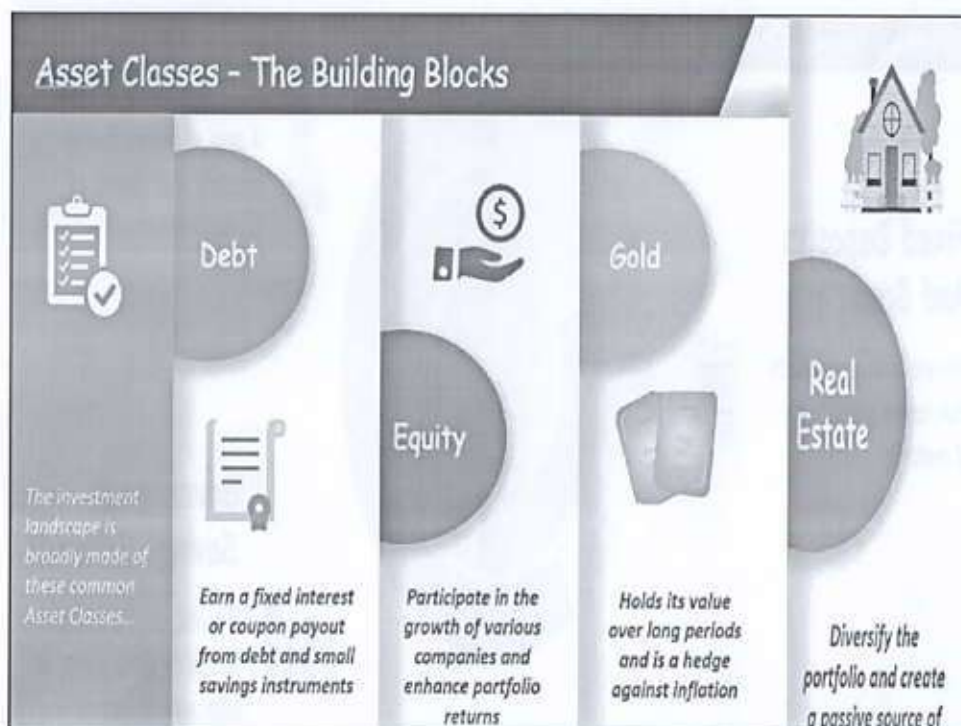


[Signature]
 Director
 Swami Sevabhravi Sanstha's
 Lotus Business School
 Pune - 411 037

FOMO & TINA



[Signature]
Ringeror
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 037



Dr. Anurag K. Joshi
Principal
Swami Sevabharati Sanstha's
Lotus Business School
Pune - 411 037



Dr. Anurag K. Joshi
Swami Sevabharati Sanstha's
Lotus Business School
Pune - 411 037



Interest rates on post office savings schemes

Instrument	Interest rate (%) for July 1, 2021 to Sep 30, 2021	Compounding frequency
Savings Account	4	Annually
1 year Time Deposit	5.5	Quarterly
2 year Time Deposit	5.5	Quarterly
3 year Time Deposit	5.5	Quarterly
5 year Time Deposit	6.7	Quarterly
5-year Recurring Deposit	5.8	Quarterly
5-year Recurring Deposit	5.8	Quarterly
5-year Senior Citizen Savings Scheme	7.4	Quarterly and Paid
5-year Monthly Income Account	6.8	Monthly and Paid
5-year National Savings Certificate	6.8	Annually
Public Provident Fund	7.1	Annually
Kisan Vikas Patra	6.9 (will mature in 124 months)	Annually
Sukanya Samriddhi Yojana	7.6	Annually

Source: Finance ministry circular

Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 037



Family Development Program on Personal Financial Planning



Conducted by,

Dr. Anil Poman

Friday, 23/07/2021




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. To understand staff members financial planning.
2. To aware about Personal Financial Planning
3. To highlight importance of saving, Investment & Risk management.
4. To demonstrate model portfolio in M.S.Excel.

Targeted Audience:


Executive Director, Director, All Teaching & Non teaching staff members of Lotus Business School, Pune

Day and Date: Friday, 23/07/2021

Time: 11.00 am to 2.00 PM

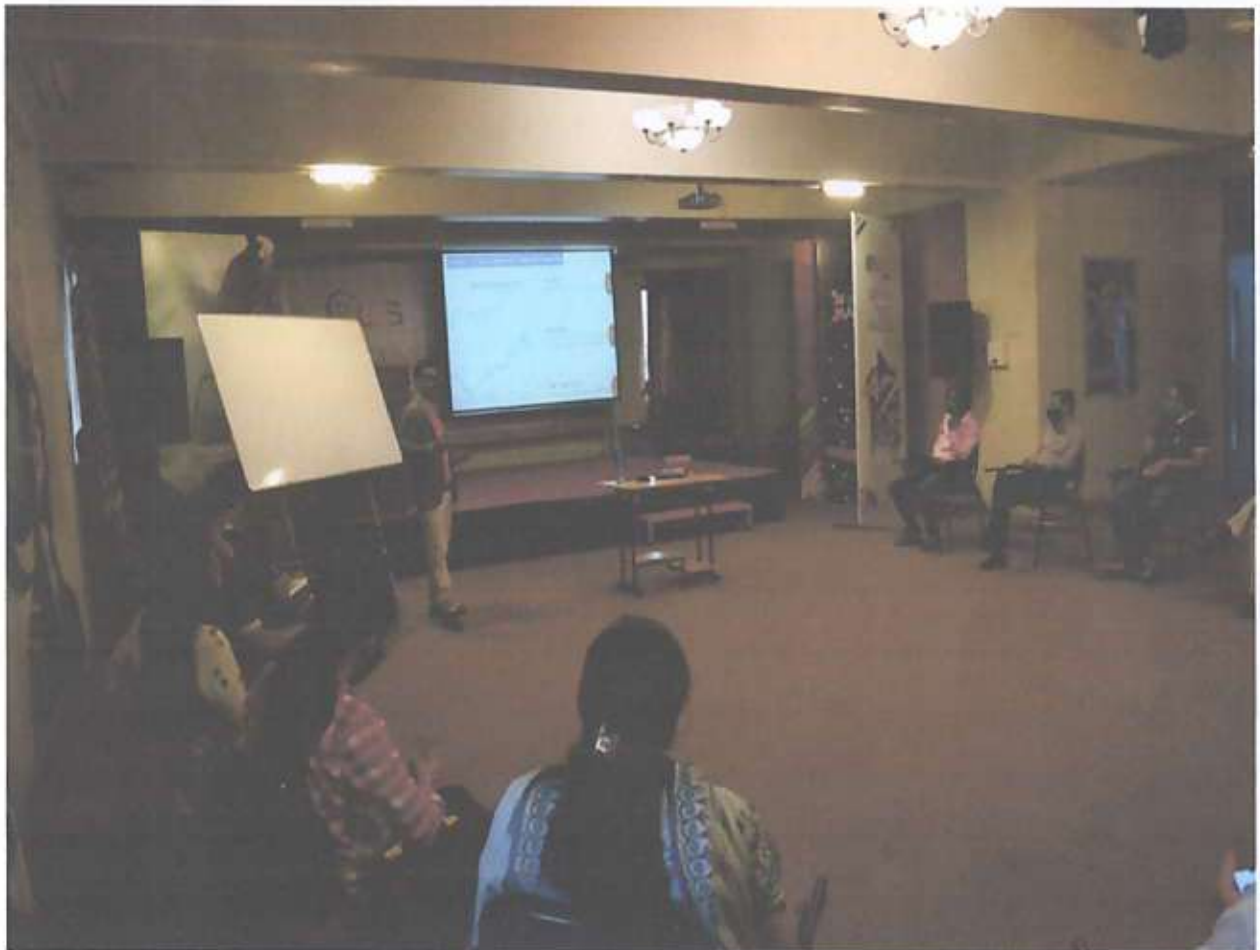
Venue: Ankuran, LBS




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Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



Delivering session on Personal Financial Planning



Delivering session on Personal Financial Planning



Director
Swami Sevabhi Sanstha's
Lotus Business School
Pune - 411 033

Participants:

Name of Faculty Member
Mr.Charudatta Bodhankar
Dr.Satish Warpade
Dr.Manisha Purohit
Dr.Ganesh Pathak
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Sunil Prajapati
Ms.Nutan Gholap
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof.Pushkarni Khade
Ms.Vanashri Kulkarni
Mr.Pravin Talekar
Prof.Vivek Keskar
Mr.Rushikesh Kolhe




 Director
 Swami Seva Bhavi Sanstha's
 Lotus Business School
 Pune - 411 033



Family Development Program On

“READ 2 RISE”

7 HABITS OF HIGHLY EFFECTIVE READERS



Conducted By

Pravin Talekar

Date: 12/10/2021


Director

Swami Sevabhavi Sanstha's
Lotus Business School
Pune 411 033



- Objectives

- *It improves your focus, memory, empathy, and communication skills.*
- *It helps to interpret and use information from charts, graphs, and diagrams.*
- *It can reduce stress.*
- *Vocabulary expansion strengthens your writing abilities.*
- *Enhances your knowledge.*

- Targeted Audience

All Teaching and Non Teaching staff of Lotus Business School

- Day & Date : Thursday 12th October 2021
- Time:- 11:00 AM
- Venue: Library, Lotus Business School.
- Activity conducted: How To Develop Books Reading Habits



Participants

Dr. Satish Warpade
Dr. Ganesh Pathak
Dr. Dhanajay Deshpande
Dr. Anil Poman
Prof. Rajesh Gade
Prof. Pranita arbat
Prof. Sudarshan Babar
Prof. Chandrakant Thorat
Prof. Sunil Prajapati
Mr. Rushikesh Kolhe
Mr. Rajnikant Dhamal
Ms. Vanashree Gosavi
Ms. Sonali Indalkar
Ms. Nutan Shilimkar







FAMILY DEVELOPMENT PROGRAM

On

Importance of Insurance



Conducted by,
Prof. Rajesh Gade

Saturday, 27th Nov 2021


Director

Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. To provide a basic understanding of the Insurance Mechanism and Concept.
2. To give an overview of major Life Insurance and General Insurance Products.
3. Explain how insurance benefits individuals, organizations, and society.

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday, 27th Nov 2021

Time: 11.00 AM

Venue: Boardroom, LBS







Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Dr. Ganesh Pathak
Dr. Manisha Purohit
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof. Chandrkant Thorat
Ms.Vanashri Kulkarni
Mr.Pravin Talekar
Mr. Rushikesh Kolhe



Lotus Business School's
Family Development Program

Importance of Insurance


Prof. Rajesh Gade
Assistant Professor
(Pursuing Ph.D.)
UGC NET, SET
Date: 27/11/2021

Need for Insurance




- Insurance plans will help in protecting the future of your child in terms of his/her education. They will make sure that your children are financially secured while pursuing their dreams and ambitions without any compromises, even when you are not around.
- Many insurance plans come with savings and investment schemes along with regular coverage. These help in building wealth/savings for the future through regular investments. You pay premiums regularly and a portion of the same goes towards life coverage while the other portion goes towards either a savings plan or investment plan, whichever you choose based on your future goals and needs.
- Insurance helps protect your home in the event of any unforeseen calamity or damage. Your home insurance plan will help you get coverage for damages to your home and pay for the cost of repairs or rebuilding, whichever is needed. If you have coverage for valuables and items inside the house, then you can purchase replacement items with the insurance money.

Need for Insurance



- Insurance plans will help you pay for medical emergencies, hospitalization, contraction of any illnesses and treatment, and medical care required in the future.
- The financial loss to the family due to the unfortunate death of the sole earner can be covered by insurance plans. The family can also repay any debts like home loans or other debts which the person insured may have incurred in his/her lifetime.
- Insurance plans will help your family maintain their standard of living in case you are not around in the future. This will help them cover the costs of running the household through the insurance lump sum payout. The insurance money will give your family some much-needed breathing space along with coverage for all expenditure in case of death/accident/medical emergency of the policyholder.

Types of Insurance



- Life Insurance :**
Life insurance is what you can avail in order to safeguard your family in case of your death during the tenure of the policy. The most basic form of life insurance available to buyers is term insurance. Life insurance helps secure your family financially with a lump sum amount that is paid out in the event of the policy holder's death within the policy period.
- Health Insurance :**
This is purchased for covering medical expenses revolving around various health issues, including hospitalization, treatments and so on. These insurance plans come in handy in case of medical emergencies; you can also avail of cashless facility across network hospitals of the insurer.



Types of Insurance

Home Insurance :

These insurance plans cover any damages to the home on account of accidents, mishaps and natural calamities, among other such events

Auto Insurance :

These are insurance plans for vehicles, including cars and bikes. These offer protection against natural calamities, damages to third parties (people who have incurred losses or been hurt in an accident with the policyholder's vehicle) and also damages to the vehicle along with mishaps and accidents. Insurance is thus the need of the hour in today's uncertain times -- evaluate your financial situation to choose a plan best suited to your future financial needs



Why is Insurance Needed?

- Insurance plans will help in protecting the future of your child in terms of his/her education. They will make sure that your children are financially secured while pursuing their dreams and ambitions without any compromises, even when you are not around.
- Many insurance plans come with savings and investment schemes along with regular coverage. These help in building wealth/savings for the future through regular investments. You pay premiums regularly and a portion of the same goes towards life coverage while the other portion goes towards either a savings plan or investment plan, whichever you choose based on your future goals and needs.
- Insurance helps protect your home in the event of any unforeseen calamity or damage. Your home insurance plan will help you get coverage for damages to your home and pay for the cost of repairs or rebuilding, whichever is needed. If you have coverage for valuables and items inside the house, then you can purchase replacement items with the insurance money.



Why is Insurance Needed?

Here are some of the reasons why insurance could prove to be essential:

- Insurance plans will help you pay for medical emergencies, hospitalization, contraction of any illnesses and treatment, and medical care required in the future.
- The financial loss to the family due to the unfortunate death of the sole earner can be covered by insurance plans. The family can also repay any debts like home loans or other debts which the person insured may have incurred in his/her lifetime.
- Insurance plans will help your family maintain their standard of living in case you are not around in the future. This will help them cover the costs of running the household through the insurance lump sum payout. The insurance money will give your family some much-needed breathing space along with coverage for all expenditure in case of death/accident/medical emergency of the policyholder.



It's not about how much life insurance you need, but how much your family needs if you aren't here.



Thank You...!



Family Development Program on Daily Banking Operating



Conducted by,
Mr. Sachin Bagave




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Saturday, 18th December 2021

Objectives:

1. Bring Economic Stability.
2. Creates Money .
3. Facilitates Trade.
4. Money Transfer.
5. Transfer Saving Into Investment.
6. Ensures Liquidity.

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday, 18th December 2021

Time: 04.30 PM

Venue: Ankuran Hall, LBS







Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Prajakta Gajare
Prof. Sunil Prajapati
Prof. Chandrakant Thorat
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Dr. Ganesh Pathak
Mr. Rushikesh Kolhe
Ms.Vanashri Mannonalkar
Ms. Nutan Gholap
Mr.Pravin Talekar
Dr. Manisha Purohit
Prof. Tushar Pokharnikar





Faculty Development Program

On

“Research Proposal for Getting Grants”

Conducted by

Prof. Dr. Ashutosh Misal,

Director,

DYPIMS Institute of Management, Akurdi, Pune.

Date : 23/12/2021

Time : 11 am


Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the Research methodology.
2. To understand different research methods
3. To help teaching Staff to identify necessary steps in getting research grants.
4. To understand how to draft research proposal.
5. To know different agencies which grant amount for research.

Session Details :**Targeted Audience:**

All teaching staff of Lotus Business School, Pune.

Day and Date: Thursday , 23/12/2021

Time: 11.00 AM

Venue: Classroom , Lotus Business School,



Date: 4th December 2021

To,
Dr. Ashutosh Misal,
Director,
DYPIMS Institute of Management, Akurdi, Pune

Subject: To Invite you as resource person for Workshop "Research Proposal for Getting Grants"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Research Proposal for Getting Grants" under one day Workshop to be held in our college on 30th December 2021, Time 11 am -4 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Dr Ashutosh Narayan Misal

BE, MBA, Ph D (HR), CPTP, Dip HRD, Dip IDD, AMIE

Website: www.hrtrainer.inMobile: +919822779980 Email: dr.ashutoshmisal@gmail.comYouTube: <https://www.youtube.com/channel/UCR2GquqGXTp6UXqmPZZou9w>ORCID No.: <https://orcid.org/0000-0002-5870-9413>LinkedIn: <https://www.linkedin.com/in/ashutosh-misal-dr-5b454a1b/>

[camz run/5ECS](#) Author of the Unique Book *"Management in Bhagavad Gita"* ISBN 978-81-954338-2-7

- 'Graduate in Civil Engineering' from Government College of Engineering, Pune (COEP)
- 'Diploma in Interior Designing and Decoration' (MSBTE, Mumbai as well as VGTI Autonomous)
- 'MBA (PMIR)' from Sinhgad Institute of Management (SIOM), Pune
- 'Doctorate in Human Resource Management' (Ph D) of University of Pune
- 'Certified Psychometric Test Professional' from Carlton Institute, USA and
- Advance Graphologist and Signature Analyst
- 'Diploma in Human Resource Management' from All India Council of Management Studies, Madras
- **Free Lancer 'Corporate Trainer & HR Consultant' in Human Resource Management since 1997 on HR Strategies, Stress Management, Time Management, Presentation Techniques, Psychometric Testing, Behavioral Science and so on and Consultant in Interior Designing Projects since 1992. Trained 1000+ of personnel.**
- Delivered **100+ speeches** in Corporate & Academics on 'Management in Bhagavad Gita'. **10000+** attended
- Approved 'Director' of MBA Institutes since 2011 (NBA Accredited under my directorship) and Ph D Guide in HRM with University of Pune. **12 students** awarded and 6 are pursuing Ph D
- On various prestigious committees of Savitribai Phule Pune University (Formerly University of Pune), Symbiosis International University and MIT-WPU & MIT-ADT University, VC Nominee for B Voc (Skills Development) of Fergusson College (Autonomous)
- More than **40+ Research Papers** in HRM, Communication and inter-disciplinary topics, **3 Books** and more than **50+ articles** published in Management and Interior Designing
- Received Distinguished Paper Award in Hongkong amongst 54 countries
- Research papers presented, seminars, conferences, and training sessions conducted at National and International Levels including the very recent in Japan, Dubai, Thailand, Hongkong, Malaysia, Singapore, Philippines, Indonesia, Nepal, Rwanda-Africa, Azerbaijan-East Europe. His such Credentials are **more than 150**
- Anchored **500+** Corporate & Academic Sessions, Panel Discussions, Interviews and Cultural Shows. Such Sessions reached to **100 thousand+** of audience
- Member of number of associations such as Associate Member of Institute of Engineers, Life Member of Alumni Association of Government College of Engineering Pune (COEP), Life Member of Global India Business Forum (GIBF), National Institute of Personnel Management (NIPM), Indian Society for Training and Development (ISTD), Life Member of Only-HR, Higher Education Forum (HEF) etc.
- Excellence in Indian Classical music, literature, astrology & calligraphy and bagged prizes in these at State and National Levels for the same
- Professional Experience: 3.5 years Full Time in Admin & HR and 24 years in Corporate Training & HR Consultancy simultaneously with Academics
- Academic Experience: 24 years (Management-Full Time since 1998), 2 years (Diploma-Full Time: 1993-1995) & 29 Years (Interior Designing & Architecture-Visiting since 1993 till date)

FDP on "Research Proposal For Getting Research Grants," Speaker Dr.Ashutosh Misal, Director, Dr.DYPatil Institute of Management ,Akurdi, Pune.

Venue : Lotus Business School ,Punawale

Date : 23/12/2021



Photo of FDP : “Research Proposal for Getting Research Grants”



Attendance for FDP : on Research Proposal For Getting Research Grants," Speaker
Dr.Ashutosh Misal, Director, Dr.DYPatil Institute of Management , Pune. Date : 23/12/2021

S.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Prof. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Prajata Gajare	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Sudarshan Babar	Assistant Professor
15	Sonali Indalkar	Assistant Professor



Date: 23rd December 2021

To,
Dr.Ashutosh Misal,
Director,
DYPIMS Institute of Management,Akurdi, Pune

Subject: Thanks for your valuable presence as a Resource person for One Day workshop on
"Research Proposal for Getting Grants"

Respected Sir,

We would like to thank you for your contribution as a Resource person for One Day workshop on "research Proposal for Getting Grants" conducted at Lotus Business School on 23/12/2021

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr.Satish Warpade
Director
Lotus Business School, Pune



Payment Voucher

No. : 91

Dated : 30-Dec-2021

Particulars	Amount
Account : Faculty Development Prog Expnses	4,500.00
Through : Cash	
On Account of : Being cash paid to Dr. Ashutosh " Misal for Research Proposal for Getting Grants "	
Amount (in words) : Indian Rupees Four Thousand Five Hundred Only	
	₹ 4,500.00

Receiver's Signature:

Authorised Signatory



Report of Session
on
**“UPI APP for Banking
Transactions”**



Under

Workshop for Non-teaching staff

Conducted By:
Asst. Prof. Sudarshan Babar

Tuesday, 23rd November 2021

Time : 11 am


Director

Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



1. **Objectives:**

To give insight to all non teaching staff members about

1. Use of UPI for Banking Transactions
2. Do's and Don'ts during use of UPI app

2. **Session Details**

Description :

UPI app session for non teaching staff

Target Audience :

All not teaching staff of Lotus Business School, Pune

Conducted by :

Mr. Sudarshan Babar (MBA Marketing, UGC NET& JRF)

Assistant Professor, Lotus Business School, Pune

Date and Time :

At 11 am on Tuesday, 23rd November 2021

Venue :

Classroom, Lotus Business School, Pune

Feedback :

All non teaching staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

The objective of this session was to make all non teaching staff aware about how to use UPI for daily banking transactions.



4. Photos of Event





Lotus Business School ,Pune
Workshop for Non-Teaching Staff on

UPI Apps

Speaker : Prof. Sudarshan Babar

• **Date : 23 Nov 2021**

Time: 11.00 am





Functions Under UPI



Live Demo



Thank You



Attendance for Workshop on "UPI apps ," Speaker Prof.Sudarshan Babar, Lotus
Business School, Pune.

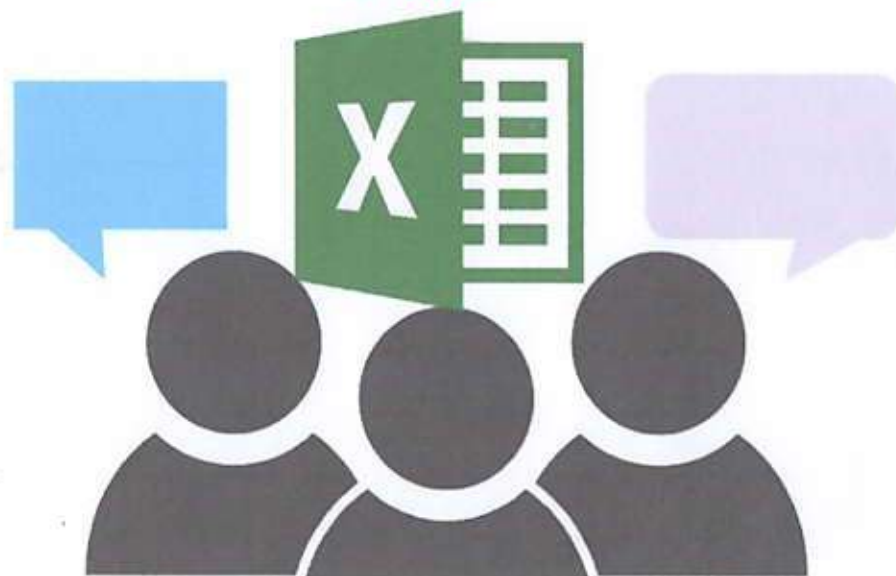
Date : 23/11/2021

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Navnath Tanpure
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar





Report of Session
on
“MS-Excel as Data Management
Tool”



Under
Family **D**evelopment **P**rogram



Conducted By:
Asst. Prof. Sudarshan Babar

Saturday, 4th December 2021


Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033.

1. **Objectives:**

To give insight to all staff members about

1. Basic of MS Excel
2. How to Use MS Excel
3. How to manage huge data in simple way
4. MS Excel for Graphical representation of Data
5. Data security

2. **Session Details**

Description :

Session on MS Excel Under "LBS- Family Development Program"

Target Audience :

All staff members of Lotus Business School, Pune

Conducted by :

Mr. Sudarshan Babar (MBA Marketing, UGC NET& JRF)

Assistant Professor, Lotus Business School, Pune

Date and Time :

At 10 am on Saturday, 04th December 2021

Venue :

Boardroom, Lotus Business School, Pune

Feedback :

All staff members shared positive feedback about session. More sessions in series manner demanded by staff.

3. **Impact/Outcome of the Session:**

The objective of this session was to make all staff aware about MS Excel as tool for Data Management. Faculties got insights about the MS Excel. Session motivated staffs to use of MS Excel for Data management as per Job responsibilities allotted to them.



4. Photos of Event





5. **Participants:**

1. Prof. Dr. Satish Warpade
2. Prof. Dr. Ganesh Pathak
3. Prof. Dr. Manisha Purohit
4. Prof. Dr. Dhananjay Deshpande
5. Prof. Dr. Anil Poman
6. Prof. Rajendra Gade
7. Prof. Chandrakant Thorat
8. Prof. Sunil Prajapati
9. Prof. Pranita Arbat
10. Prof. Prajakta Gajare
11. Mrs. Vanashri Gosavi
12. Mrs. Nutan Gholap
13. Mr. Rajnikant Dhamal
14. Mr. Pravin Talekar
15. Mr. Rushikesh Kolhe
16. Mr. Sachin Bagave
17. Mr. Navnath Tanpure



Lotus Business School's Family Development Program

MS-EXCEL AS A DATA MANAGEMENT TOOL



Prof. Sudarshan Babar
Assistant Professor (ABM)
UGC NET & JRF
Date: 04/12/2021



DATA MANAGEMENT

- Data management is the practice of collecting, organizing, protecting, and storing an organization's data so it can be analyzed for business decisions.
- As organizations create and consume data at unprecedented rates, data management solutions become essential for making sense of the vast quantities of data.



TYPES OF DATA MANAGEMENT

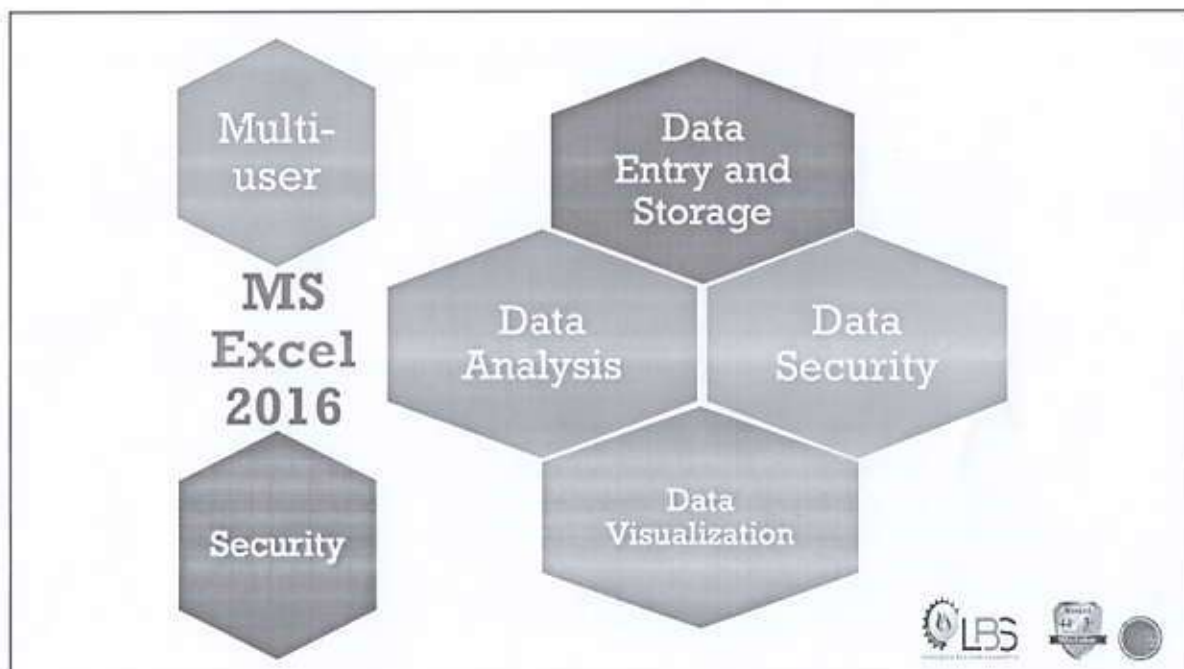
- **Data preparation** is used to clean and transform raw data into the right shape and format for analysis, including making corrections and combining data sets.
- **Data pipelines** enable the automated transfer of data from one system to another.
- **Data warehouses** are places to consolidate various data sources, contend with the many data types businesses store, and provide a clear route for data analysis.



TYPES OF DATA MANAGEMENT

- **Data governance** defines standards, processes, and policies to maintain data security and integrity.
- **Data architecture** provides a formal approach for creating and managing data flow.
- **Data security** protects data from unauthorized access and corruption.
- **Data modeling** documents the flow of data through an application or organization.





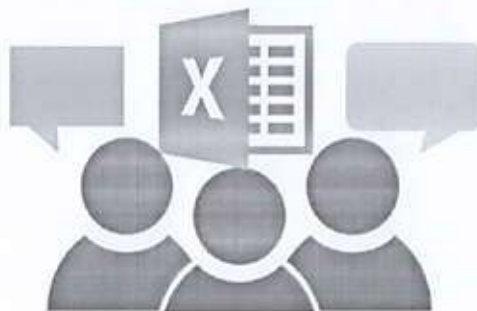
HOW TO USE EXCEL FOR DATA MANAGEMENT

- For Admission Data
- For Student data- Specialization wise
- For Academic Time Table preparation
- For Attendance Data
- For Mentorship Data
- For Result Analysis
- For Placement Data
- For Miscellaneous Data



Live demonstration:

Use of excel for Data Management
of Academic Year 2021-23



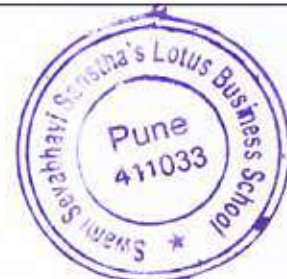
ANY QUESTIONS?



THANK YOU



Please feel free to contact me for any questions or help in Future





Family Development Program

On

Public Speaking & Presentation Skills



Conducted By- Prof. Pranita Arbat




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives-

- To give insight about how to improve public speaking and presentation skills to all staff members
- To give light on element of great presentation, analyzing the audience, voice, body language, movement, language usage

Targeted Audience-

All staff members of Lotus Business School.

Day and Date: Monday, 3rd January 2022

Time: 3.30 PM

Venue- Boardroom, Lotus Business School



Participants-

Dr. Ganesh Pathak

Dr. Manisha Purohit

Prof. Pranita Arbat

Prof. Sudarshan Babar

Dr. Anil Poman

Dr. Dhananjay Deshpade

Prof. Sunil Prajapati

Mr. Sachin Bagave

Mrs. Vanashree Gosavi

Mrs. Nutan Gholap

Mr. Rajnikant Dhamal

Prof. Rajesh Gade



Photographs





Presentation Skills & Public Speaking

■ Prof. Pranika Arbat
Assistant Professor,
Lotus Business School, Pune



What is Presentation Skills?

■ Presentation skills can be defined as a set of abilities that enable an individual to: interact with the audience; transmit the messages with clarity; engage the audience in the presentation; and interpret and understand the mindsets of the listeners.

Public Speaking

Public Speaking:

The process of speaking to a group of people in a structured, deliberate manner intended to inform, influence, or entertain the listeners.

(Wikipedia)



Three Elements of Great Presentation

Content
Design
Delivery



Steps in Preparing Content

Analyzing
Your Audience

Gathering
Relevant Data &
Information

Constructing
Your Data into
an Outline

Analyzing Your Audience

- Needs
- Knowledge level
- Attitude – how do they feel about the topic?
- Demographic Information – this may include the age, gender, culture, and language of the audience members



Gathering Relevant Data & Information

- Before you start your research to gather relevant information, there are three questions should be considered :
 - What do I want my audience to gain?
 - What might they already know about my topic?
 - What is the objective of the presentation?

Outline Format



Presentation Design

Key Rules when Creating Bulleted Text:

- Use one concept per slide
- Use key words and phrases
- Make your bullet points consistent in structure
- Capitalize properly – capitalize the first letter of the first word only

Delivering Your Presentation

Voice
Language Design
Movement
Body Language



Managing Your Voice

- Try to sound natural, so your rhythm and tone is appropriate to the message you are delivering
- Develop three important qualities:
 - Volume
 - Intonation
 - Pacing



Managing Your Voice

Volume

Speak loudly enough to reach all the members audience without overpowering those closest to you.

Intonation

Avoid to speak in monotone. Put more feeling into your voice and make it livelier by changes in your intonation.



Managing Your Voice

Pacing

For most of us, this is natural – except when we are nervous or excited. Practice, and you can figure out what sounds natural and appropriate for the points you are making.

Language Usage

- When you speak, convey confidence and show interest in what you're presenting. **Speak with feeling.**
- Use short sentences and short, simple words.
- Speak slowly and clearly enough that everyone in your audience can understand every word.

Movement

- If possible, "work the room and work the audience"
- Move appropriately and with purpose – don't move simply because you're nervous
- Your movements should be natural and support your words and the rest of your presentation
- Don't move constantly. Pause for effect. Stand still to make an important point

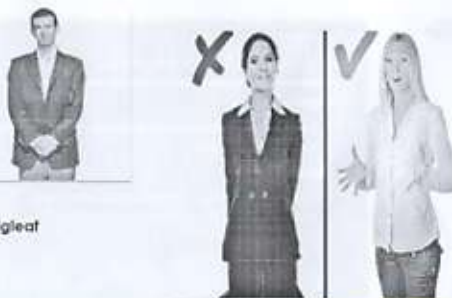
Body Language

- Stand straight, but not stiff. You should radiate energy
- Be relaxed, be casual, but don't be lazy
- Use your hands, arms and gestures. Just let your body react to how you feel
- Make good eye contact – the rule of thumb for eye contact is three to five seconds per person

Body Language

- Do not keep hands in your pockets
- Do not keep hands "handcuffed" behind your back
- Do not keep your arms crossed
- Do not put hands in "fig leaf" position
- Do not wring your hands nervously

Figleaf



In advance of your presentation

- **Practice – a lot.** Don't just think your presentation through: act it out, in front of friends, or family. Time each section of your presentation and develop a schedule.
- **Memorize the first two minutes** of your presentation, so you breeze on through the time when the butterflies are most active.

In the hours before presentation

- **Think positive thought:** visualize yourself feeling at ease with the audience
- **Use affirmation** (e.g., "I can do this. I am prepared. It will go well")
- **Make sure all the equipment is working properly**
- **Remember that the people in your audience are human too, just like you. They want you to succeed!**

When you enter the room:

- **Focus on making your movements fluid and confident,** neither too slow nor too fast
- **Find a few friendly faces in the audience, for reassurance**
- **Smile.** Show that you want to be there
- **Be yourself**

How to Handle Tough Situations

Problem:

- **Know-it-all** – A participant who feels like more of an expert than you.

Solution:

- **Don't fight it.** Invite know-it-alls in your presentation.
- **They may have some great information to contribute.** Allowing them to participate and share their thoughts will not only show how confident you are, but also help them get more out of your presentation.

How to Handle Tough Situations

Problem:

- **Non-stop talker** – A participant who carries on conversations during the presentation.

Solution:

- **Take a few moments to share what you talked about.** This usually makes the talker feel more involved and want to stay engaged and participate with you instead of others.

Planning for the Questions

- **Anticipate the questions that might come up**
- **Listen carefully to the questioner**
- **Repeat or rephrase the question**
- **Answer clearly and concisely**
- **Go to the next question**





Family Development Program On

“Managing Work Life Balance - A Juggling Act”



Conducted By

Dr. Manisha Purohit

Date: 04/02/2022



Manisha Purohit
Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune 411 033

- Objectives

- *To introduce with concept of work life balance.*
- *To make them realized the importance of the work life balance with respect to the productivity and the creativity of oneself.*
- *Helps them to how to create a better balance between the demands of the job and the healthy management (and enjoyment) of life outside work.*

- Targeted Audience

All Teaching and Non Teaching staff of Lotus Business School

- Day & Date : Friday 4th February 2022
- Time:- 4.30 PM
- Venue: Boardroom, Lotus Business School.
- Activity conducted: Work Life Balance Quiz.




A handwritten signature in blue ink, appearing to read "Chandrasekhar".

Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Participants

Dr. Satish Warpade
Dr. Ganesh Pathak
Dr. Dhanajay Deshpande
Dr. Anil Poman
Prof. Rajesh Gade
Prof. Pranita arbat
Prof. Sudarshan Babar
Prof. Chandrakant Thorat
Prof. Sunil Prajapati
Prof. Tushar Pokharnikar
Mr. Rushikesh Kolhe
Mr. Rajnikant Dhamal
Ms. Vanashree Gosavi
Ms. Nutan Shilimkar

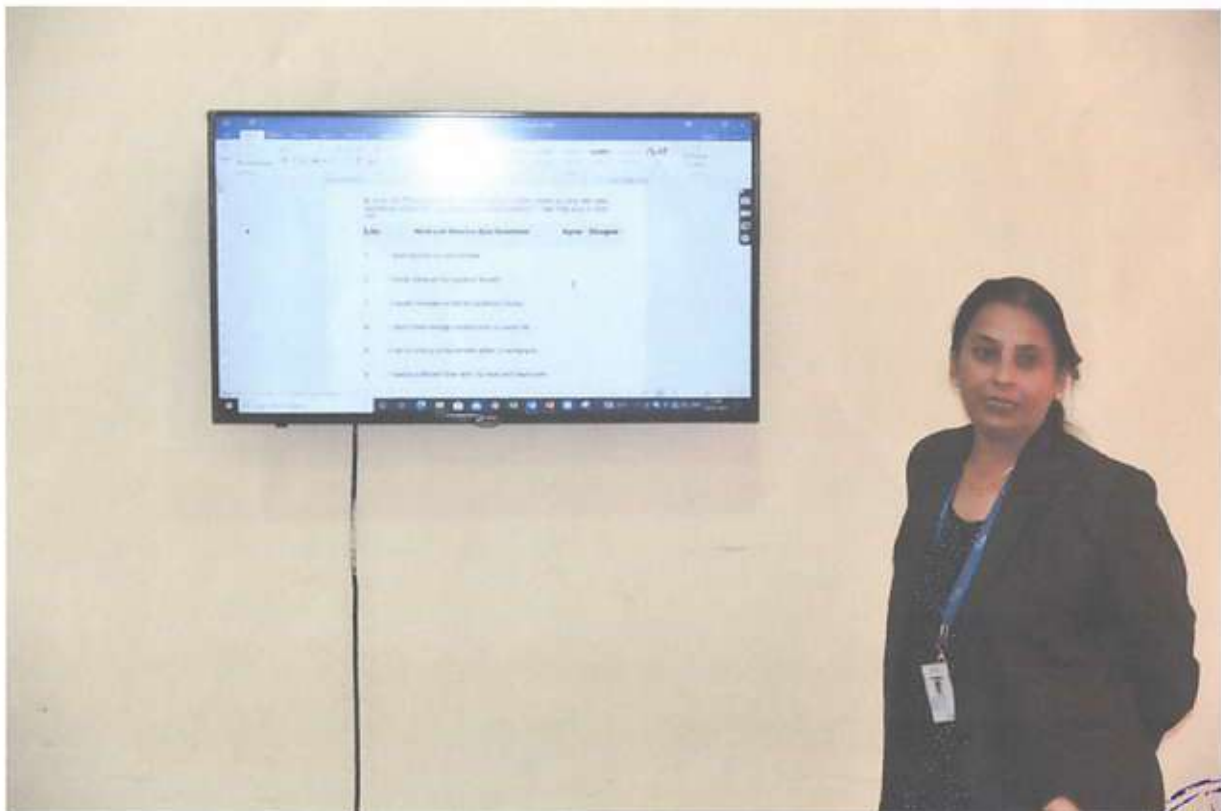

Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033





Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 034





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 Director
 Swami Sevabnavi Sanstha's
 Lotus Business School
 Pune - 411 032





Work-Life Balance Quiz

Is your life imbalanced? Are you prioritizing certain areas of your life over seemingly irrelevant, yet equally necessary aspects? Take this quiz to find out!

S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		
2	I never exhaust my vacation leaves.		
3	I haven't missed on family functions mostly.		
4	I don't have enough control over my work life.		
5	I am in control of my temper when in workplace.		
6	I spend sufficient time with my near and dear ones.		
7	I get sufficient time to enjoy my hobbies after work.		
8	I feel exhausted even early in the morning, at times.		
9	I have enough time for myself every day or every week.		

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Lotus Business School
Pune - 411 034



10	I feel relaxed and comfortable only when I reach home.		
11	On many occasions, I have felt over-burdened with work.		
12	My family often complains about the time I spend at work.		
13	Thinking about work comes naturally to me, even during rest.		
14	I often worry about what direction my career is going towards.		
15	I am often guilty of not giving time to everything I would like.		


Quiz Scorecard

Once you are done answering the quiz, count the number of 'Agrees' you get –

- **If your score is between (0 – 5)** – Caution! You are leading a highly imbalanced life. Make significant changes to your life
- **If your score is between (6 – 10)** – Your life is just barely balanced. You are just about managing to give time to all things important in your life. A bit of change is needed for the perfect balance.
- **If your score is between (11 – 15)** – Congratulations! You are absolutely on the right track! Your life is perfectly balanced. Happy living!

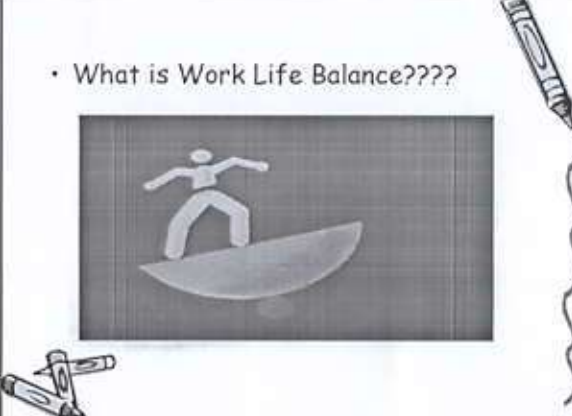
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 Director
 Swami Sevabnavi Sanstha's
 Lotus Business School
 Pune - 411 033



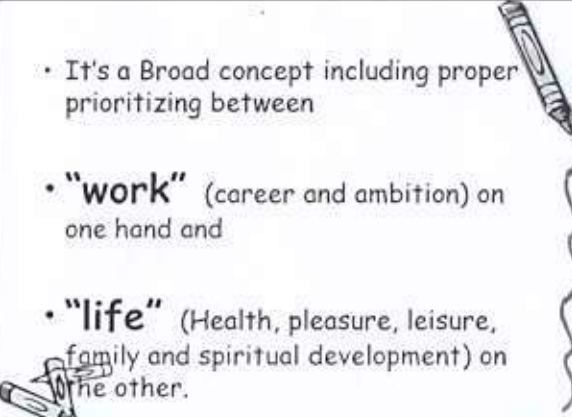



"Managing Work Life Balance - A Juggling Act"

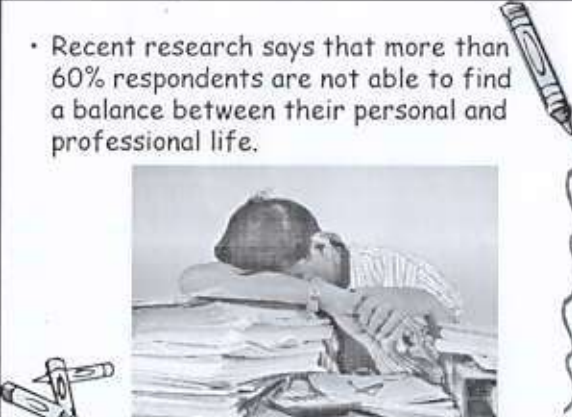
Dr. Manisha Purohit
Lotus Business School
Date: 04/02/2022




- What is Work Life Balance????



- It's a Broad concept including proper prioritizing between
- **"work"** (career and ambition) on one hand and
- **"life"** (Health, pleasure, leisure, family and spiritual development) on the other.



- Recent research says that more than 60% respondents are not able to find a balance between their personal and professional life.




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Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



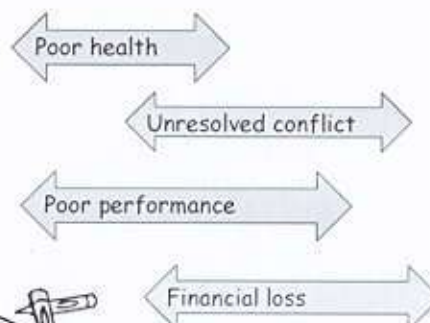
- 67% of India's working professionals either sometimes, often or always think about work when not at work.
- About half of the respondents in relationships currently, confessed that the lack of work-life balance makes them or their partners irritable or ill-tempered.

- Lack of sleep (17%), depression (16%), anxiety & irritability (9%), hypertension (4.5%) came up as the top work-related illnesses.
- Back Pain increased to 25.7% for all workers, 24.5% for males, 27.1% for females, 23.8% for younger's frequent headaches & fatigue (14%), and obesity (5%) came up as other stress related physical illnesses

Reasons for Imbalance

- Increased responsibilities at work
- Increased responsibilities at home
- Longer working hours
- Personal Mindset
- Social Media


Risk Related to Work-life Imbalance





Signature
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 Lotus Business School
 Pune - 411 034




Is it a 50-50 split?



Or is it a 70-30 split?





Or is it a See-Saw




Balance is elusive and difficult to maintain.

- Compromises are constantly made, with the scales of balance shifting along with the occasional long workday or work assignment, family obligations, or any one of a number of life's little surprises.




Learn the Skill



- "BALANCE"



The key to life is balance

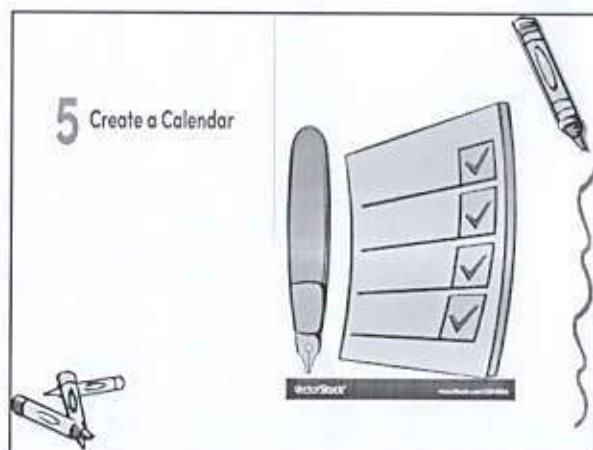
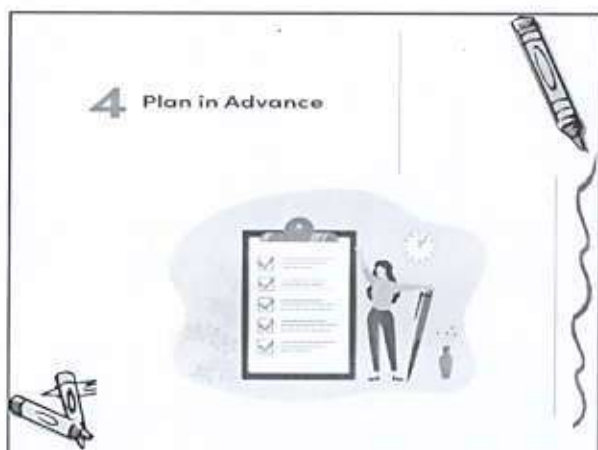
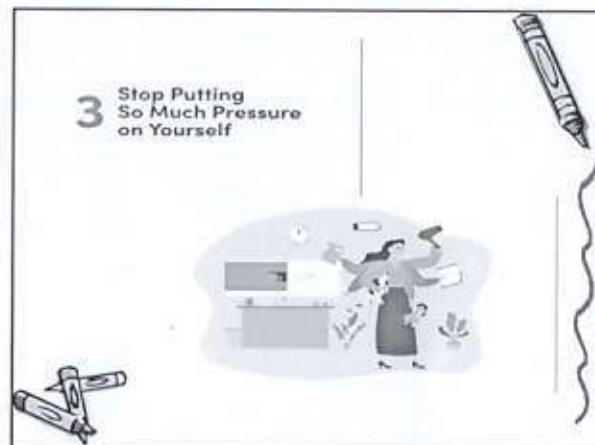


1 Identify Your Goals

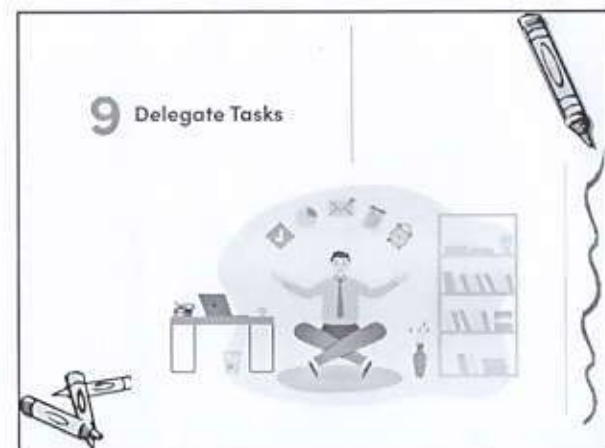
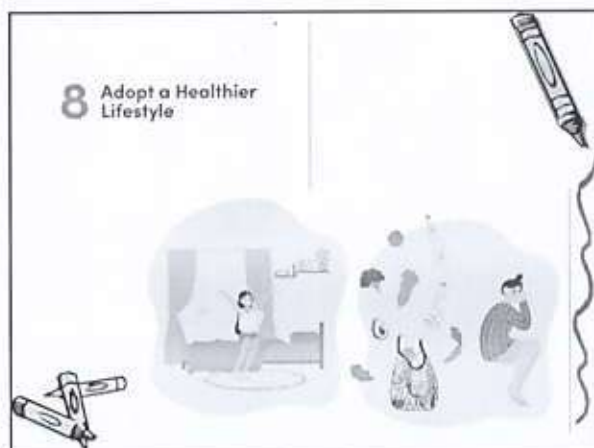
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 Swami Sevabnavi Sanstha's
 Lotus Business School
 Pune - 411 037





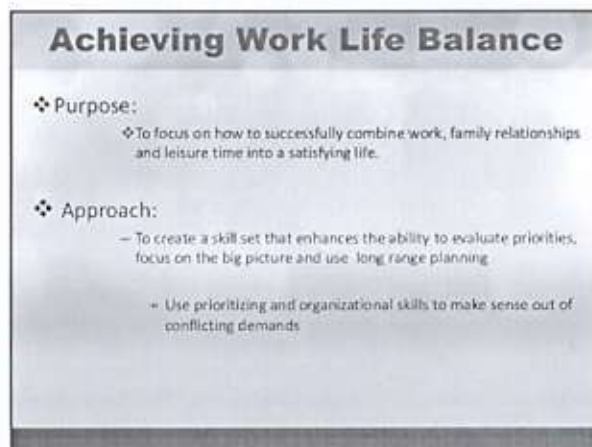
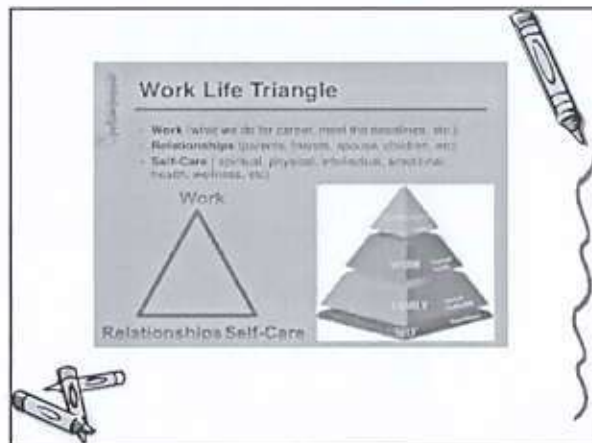
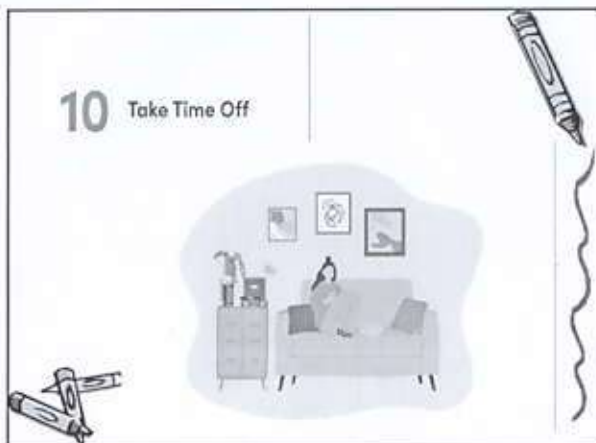
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Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033





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Director
Swami Sevabnavi Sanstha's
Lotus Business School
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Signature
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 Swami Sevabnavi Sanstha's
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- ❖ Prioritizing the tasks and planning the activities can help to take out some free time which can be utilized for other purposes.
- ❖ TIME MANAGEMENT is one of the best solutions which can help to reduce the imbalance between the personal and the work life of the employees.

Some add-on tips

Learn how to say
YES
as well as
NO

It's easier to say no to unwanted tasks if you've already committed to something you do want to do.

Work until your
TIME IS UP
as well as until your
TASK IS DONE

Approach every task with the goal of making progress during a specific amount of time, then move on to the next task to maintain forward momentum.

Seek to
INTEGRATE YOUR PROFESSIONAL AND PERSONAL ACTIVITIES
as well as to
SEPARATE WORK AND PLAY

Doing so can maximize your effectiveness and satisfaction in both spheres.

Signature
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 034



LET'S CHANGE OUR STATEMENT

- "I have a stressful life" change it to
- "I will learn how to come back on track and live a balanced life and leave no place for stress".

FACTS OF WLB

- Finding a 'perfect' balance between work and life is rare.
- The nature of that balance is different for every person, and changes over time for each person.
- So one shouldn't strive for perfection, but to constantly be aware of making choices that will benefit all aspects of our lives.

In the end-The key word is balance.

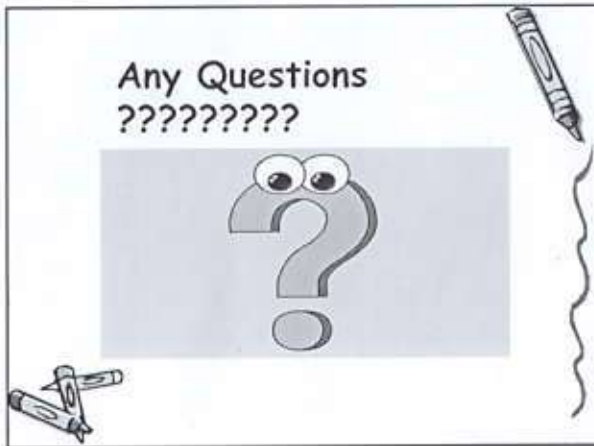
- - Find the right balance that works for you
- - Celebrate your successes and don't dwell on your failures.
- - Life is a process .. and so is striving for balance in your life.

**WORK TO LIVE
DON'T
LIVE TO WORK**

Signature
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



7/8/2022



[Signature]
Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 034



Work-Life Balance Quiz

Is your life imbalanced? Are you prioritizing certain areas of your life over seemingly irrelevant, yet equally necessary aspects? Take this quiz to find out!

S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.	✓	
3	I haven't missed on family functions mostly.	✓	
4	I don't have enough control over my work life.		✓
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.	✓	
7	I get sufficient time to enjoy my hobbies after work.	✓	
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.	✓	

Agree - 09
Disagree - 06

10	I feel relaxed and comfortable only when I reach home.		✓
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.		✓
13	Thinking about work comes naturally to me, even during rest.		✓
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.	✓	



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S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.		✓
3	I haven't missed on family functions mostly.	✓	
4	I don't have enough control over my work life.		✓
5	I am in control of my temper when in workplace.	✓	✗
6	I spend sufficient time with my near and dear ones.	✓	
7	I get sufficient time to enjoy my hobbies after work.	✓	
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.	✓	

Agree - 06
Disagree - 09.

10	I feel relaxed and comfortable only when I reach home.		✓
11	On many occasions, I have felt over-burdened with work.		✓
12	My family often complains about the time I spend at work.		✓
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.		✓
15	I am often guilty of not giving time to everything I would like.		✓



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1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.		✓
3	I haven't missed on family functions mostly.		✓
4	I don't have enough control over my work life.		✓
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.	✓	
7	I get sufficient time to enjoy my hobbies after work.	✓	
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.	✓	

Agree - 04
Disagree - 11

10	I feel relaxed and comfortable only when I reach home.	\	✓
11	On many occasions, I have felt over-burdened with work.		✓
12	My family often complains about the time I spend at work.		✓
13	Thinking about work comes naturally to me, even during rest.		✓
14	I often worry about what direction my career is going towards.		✓
15	I am often guilty of not giving time to everything I would like.		✓

Agree - 04
Disagree - 11



Work-Life Balance Quiz

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S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.	✓	
3	I haven't missed on family functions mostly.		✓
4	I don't have enough control over my work life.		✓
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.		✓
7	I get sufficient time to enjoy my hobbies after work.	✓	
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.		✓

Agree - 08

Disagree - 07

10	I feel relaxed and comfortable only when I reach home.	✓	✗
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.		✓
15	I am often guilty of not giving time to everything I would like.	✓	



Work-Life Balance Quiz

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S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.		✓
3	I haven't missed on family functions mostly.		✓
4	I don't have enough control over my work life.		✓
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.	✓	
7	I get sufficient time to enjoy my hobbies after work.		✓
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.		✓

Agree - 07
Disagree - 08

10	I feel relaxed and comfortable only when I reach home.	✓	
11	On many occasions, I have felt over-burdened with work.		✓
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.	✓	

Work-Life Balance Quiz

Is your life imbalanced? Are you prioritizing certain areas of your life over seemingly irrelevant, yet equally necessary aspects? Take this quiz to find out!

S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.	<i>Sometimes</i> ✓	
2	I never exhaust my vacation leaves.	✓	
3	I haven't missed on family functions mostly.		✓
4	I don't have enough control over my work life.	✓	
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.		✓
7	I get sufficient time to enjoy my hobbies after work.		✓
8	I feel exhausted even early in the morning, at times.	✓	
9	I have enough time for myself every day or every week.		✓

*Agree - 10
Disagree - 05*

10	I feel relaxed and comfortable only when I reach home.		✓
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.	✓	



Work-Life Balance Quiz

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S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.	✓	
3	I haven't missed on family functions mostly.	✓	
4	I don't have enough control over my work life.		✓
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.	✓	
7	I get sufficient time to enjoy my hobbies after work.	✓	
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.		✓

Agree - 08
Disagree - 07

10	I feel relaxed and comfortable only when I reach home.		✓
11	On many occasions, I have felt over-burdened with work.		✓
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.		✓



Work-Life Balance Quiz

Is your life imbalanced? Are you prioritizing certain areas of your life over seemingly irrelevant, yet equally necessary aspects? Take this quiz to find out!

S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		✓
2	I never exhaust my vacation leaves.	✓	
3	I haven't missed on family functions mostly.	✓	
4	I don't have enough control over my work life.	✓	
5	I am in control of my temper when in workplace.	✓	
6	I spend sufficient time with my near and dear ones.	✓	
7	I get sufficient time to enjoy my hobbies after work.		✓
8	I feel exhausted even early in the morning, at times.	✓	
9	I have enough time for myself every day or every week.	XXXXXX	✓

Agree - 12
Disagree - 03

10	I feel relaxed and comfortable only when I reach home.	✓	
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.	✓	

10	I feel relaxed and comfortable only when I reach home.	✓	
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.	✓	

Work-Life Balance Quiz

Pravin Tolker

Is your life imbalanced? Are you prioritizing certain areas of your life over seemingly irrelevant, yet equally necessary aspects? Take this quiz to find out!

S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
2	I never exhaust my vacation leaves.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
3	I haven't missed on family functions mostly.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
4	I don't have enough control over my work life.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
5	I am in control of my temper when in workplace.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
6	I spend sufficient time with my near and dear ones.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7	I get sufficient time to enjoy my hobbies after work.	<input type="checkbox"/>	<input checked="" type="checkbox"/>
8	I feel exhausted even early in the morning, at times.	<input type="checkbox"/>	<input type="checkbox"/>
9	I have enough time for myself every day or every week.	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Agree - 04
Disagree - 04

10	I feel relaxed and comfortable only when I reach home.		✓
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.		✓
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.	✓	
15	I am often guilty of not giving time to everything I would like.		✓

Work-Life Balance Quiz

Sudanshan Babbar

Is your life imbalanced? Are you prioritizing certain areas of your life over seemingly irrelevant, yet equally necessary aspects? Take this quiz to find out!

S.No.	Work-Life Balance Quiz Questions	Agree	Disagree
1	I work during my lunch-break.		<input checked="" type="checkbox"/>
2	I never exhaust my vacation leaves.	<input checked="" type="checkbox"/>	
3	I haven't missed on family functions mostly.	<input checked="" type="checkbox"/>	
4	I don't have enough control over my work life.	<input checked="" type="checkbox"/>	
5	I am in control of my temper when in workplace.	<input checked="" type="checkbox"/>	
6	I spend sufficient time with my near and dear ones.	<input checked="" type="checkbox"/>	
7	I get sufficient time to enjoy my hobbies after work.	<input checked="" type="checkbox"/>	
8	I feel exhausted even early in the morning, at times.		<input checked="" type="checkbox"/>
9	I have enough time for myself every day or every week.		<input checked="" type="checkbox"/>

Agree - 10
Disagree - 05

10	I feel relaxed and comfortable only when I reach home.	✓	
11	On many occasions, I have felt over-burdened with work.	✓	
12	My family often complains about the time I spend at work.	✓	
13	Thinking about work comes naturally to me, even during rest.		✓
14	I often worry about what direction my career is going towards.		✓
15	I am often guilty of not giving time to everything I would like.	✓	



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3	I haven't missed on family functions mostly.		✓
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5	I am in control of my temper when in workplace.	✓	
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7	I get sufficient time to enjoy my hobbies after work.		✓
8	I feel exhausted even early in the morning, at times.		✓
9	I have enough time for myself every day or every week.		✓

Agree - 09
Disagree - 06

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6	I spend sufficient time with my near and dear ones.	<input checked="" type="checkbox"/>	
7	I get sufficient time to enjoy my hobbies after work.	<input checked="" type="checkbox"/>	
8	I feel exhausted even early in the morning, at times.		<input checked="" type="checkbox"/>
9	I have enough time for myself every day or every week.	<input checked="" type="checkbox"/>	

Agree - 09
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12	My family often complains about the time I spend at work.		✓
13	Thinking about work comes naturally to me, even during rest.	✓	
14	I often worry about what direction my career is going towards.		✓
15	I am often guilty of not giving time to everything I would like.	✓	

Quiz Scorecard

Once you are done answering the quiz, count the number of 'Agrees' you get
–

- **If your score is between (0 – 5) –** Caution! You are leading a highly imbalanced life. Make significant changes to your life
- **If your score is between (6 – 10) –** Your life is just barely balanced. You are just about managing to give time to all things important in your life. A bit of change is needed for the perfect balance.
- **If your score is between (11 – 15) –** Congratulations! You are absolutely on the right track! Your life is perfectly balanced. Happy living!



Workshop

On

“Effective Presentation through PPT”

Conducted by

Mr. Aman Khan,

Date : 5/02/2022

Time : 2 pm


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the ppt tool.
2. To understand use of fonts size.
3. To help students to identify necessary steps in making good ppt.
4. To arrange data systematically on slide.
5. To understand use of different colour use in background.

Session Details :**Targeted Audience:**

All teaching staff and students of Lotus Business School, Pune.

Day and Date: Saturday , 5/2/2022

Time: 2 .00 pm

Venue: Ankuran hall , Lotus Business School,



Date: 10th January 2022

To,
Mr.Aman Khan
CEO,
Bubble Byte Ventures Pvt.Ltd

Subject: To Invite you as resource person for Workshop on "Effective Presentation through PPT"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Effective Presentation through PPT" under one day FDP to be held in our college on 5th Feb 2022 , Time 2pm -5 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,


Dr.Satish Warpade
Director
Lotus Business School, Pune



Date: 10th January 2022

To,
Mr.Aman Khan
CEO,
Bubble Byte Ventures Pvt.Ltd

Subject: To Invite you as resource person for Workshop on "Effective Presentation through PPT"

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Thanking you,

Regards,


Dr.Satish Warpade
Director
Lotus Business School, Pune



Workshop on "Effective Presentation through ppt," Speaker Mr.Aman Khan .

Venue :Ankurn Hall, Lotus Business School ,Punawale

Date : 05/02/2022



Photo of WORKSHOP : "Effective Presentation through ppt," Speaker Mr.Aman Khan .





Attendance for Workshop : on "Effective Presentation through ppt" Speaker : Aman Khan

Academic Year – 2021-22

S.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Prof. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Pooja Somani	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Drishti Kaj	Assistant Professor
15	Prajakta Gajare	Assistant Professor
16	Sudarshan Babar	Assistant Professor
17	Sonali Indalkar	Assistant Professor



Date: 5th Feb 2022

To,
Mr.Aman Khan
CEO
Bubble Byte Ventures Pvt.Ltd.

Subject: Thanks for your valuable presence as a Resource Person for One Day Workshop on
"Effective Presentation through PPT"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Day
Workshop on "Effective Presentation through PPT" conducted at Lotus Business
School on 5th Feb 2022..

Sharing of experiences and guidance from a person of repute like you has really benefited all
the participants.

We hope that you would continue your support and association with us in our future
endeavors.

Thanking you,

Regards,



Dr.Satish Warpade
Director
Lotus Business School, Pune

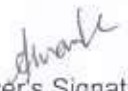



Payment Voucher

No. : 78

Dated : 25-Feb-2022

Particulars	Amount
Account : Faculty Development Prog Expnses	5,000.00
Through : Cash	
On Account of : Being cash paid to Mr. Aman Khan for "Effective Presentation through PPT"	
Amount (in words) : Indian Rupees Five Thousand Only	
	₹ 5,000.00

Receiver's Signature: Authorised Signatory 



**Workshop for
non-teaching staff**
On

**“Communication Skills and Body
Language”**

Conducted by,


Prof. Pranita Arbat

Assistant Professor,

Lotus Business School, Pune.

Date : 12/02/2022

Time : 3 pm


Director
Swami Sévabhavi Sansthá.
Lotus Business School
Pune - 411 003



Objectives:

1. Understand the concept Communication.
2. To understand importance effective communication.
3. To help non-teaching Staff to identify different ways to communicate
4. To understand body language meaning.

Session Details :

Targeted Audience:

All non-teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 12/02/2022

Time: 3: 00 pm

Venue: classroom , Lotus Business School,



Workshop on "Communication Skills and Body Language," Speaker Prof. Pranita arbat, Lotus Business School, Pune.

Venue : Lotus Business School ,Punawale

Date : 12/02/2022

Photo's of Event :





Attendance for Workshop on "Communication Skills and Body Language," Speaker Prof. Pranita arbat, Lotus Business School, Pune.

Date : 12/2/2022

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Navnath Tanpure
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar





Family Development Program on "INDIVIDUAL TAX PLANNING"



Conducted by,
RUSHIKESH KOLHE



Thursday, 15 FEB 2022


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune 411 033

Objectives:

1. Tax planning primarily revolves around reducing your tax liability
2. Every single taxpayer wishes to reduce the burden of paying the taxes while saving their money for their future.

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Thursday, 15 FEB 2022

Time: 04.30 PM

Venue: Ankuran Hall, LBS





Income Tax Calculator for FY 2021-22 (AY 2022-23)

www.ApnaPlan.com

ApnaPlan.com
Apna Personal Finance Guide

For any Queries write to -
apnaplan.com@gmail.com

Name	XXXXXXXXXX	
PAN Number	AXXXXXXXX	
Birth date	1-Oct-84	
Age	37	
Gross Annual Income/Salary (with all allowances)	1,080,000	1,080,000
Less: Allowances exempt u/s 10 (for Service Period)		-52,500
(i) H.R.A. exemption		0
City of Residence	Metro	0
Basic Salary (Basic+DA)	0	0
Rent Paid	0	0
H.R.A. received	0	0
(ii) Standard Deduction for Salaried & Pensioner (Rs 50,000) Budget 2019	50,000	50,000
(iii) Any Other Exempted Receipts/ allowances	0	0
(iv) Professional Tax	2,500	2,500
Income under the head salaries		1,027,500
Add: Any other income from other sources		0
1. Interest received from following Investments		0
a. Bank (Saving /FD /Rec)	0	0
b. N S C (accrued/ Recd)	0	0
c. Post Office M.I.S (5 yrs)	0	0
d. Debt /Other Savings Deposit (5 yrs)	0	0

Fill up only the Orange Cells

For Income Tax purpose - only Delhi, Mumbai, Chennai & Kolkata are considered as metro cities. Noida, Gurgaon etc are Non-metro cities.

You can take Tax Benefit on both HRA & Home Loan.
In case of any queries Click here.



Income Tax Calculator for FY 2021-22 (AY 2022-23)

www.ApnaPlan.com

ApnaPlan.com
Apna Personal Finance Guide

For any Queries write to -
apnaplan.com@gmail.com

2. Any Other Income	0	0
3. Any Other Income	0	0
Less: Exemption on Home Loan Interest (Sec 24)		-26,858
Loss from house property (Section 24)	26,858	26,858
Additional tax exemption for First Time Home Buyers (Budget 2019)	0	0
Interest paid on Home Improvement Loan (max 30,000)	0	0
Gross Total Income		1,000,642
Less: Deduction under Sec 80C (Max Rs.1,50,000/-)		-150,000
A. EPF & VPF Contribution	43,200	43,200
B. Public Provident Fund (PPF)	0	0
C. Senior Citizen's Saving Scheme (SCSS)	0	0
D. N S C (Investment + accrued Interest before Maturity Year)	0	0
E. Tax Saving Fixed Deposit (5 Years and above)	0	0
F. Tax Savings Bonds	0	0
G. E L S S (Tax Saving Mutual Fund)	0	0
H. Life Insurance Premiums	80,280	80,280
I. New Pension Scheme (NPS) (u/s 80CCG)	0	0
J. Pension Plan from Insurance Companies/Mutual Funds (u/s 80CCC)	0	0
K. 80 CCD Central Govt. Employees Pension Plan (u/s 80CCD)	0	0
L. Housing Loan (Principal Repayment)	61,281	61,281
M. Sukanya Samriddhi Account	0	0
N. Stamp Duty & Registration Charges	0	0

The maximum exemption on Home Loan interest is Rs. 2 lakhs irrespective of it being Letout or Self-Occupied (in Budget 2017)

Click here to Choose the best investment under 80C.

Click here to choose the Best Tax Saving Fixed Deposit rates from banks

Click here to choose the Best Tax Saving Mutual Funds (ELSS)

Click Here to know about Sukanya Samriddhi Account



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Income Tax Calculator for FY 2021-22 (AY 2022-23)

www.ApnaPlan.com

Apna Personal Finance Goals!

Total Income	0
Tax Rebate of Rs. 12,600 (For Income of less than 5 lakhs) (Budget 2019)	0
Total Tax Payable	78,445
Tax Surcharge @ 10%/15%/25%/37% (Income more than 50 Lakhs/1 cr/2 cr/3 cr respectively) (Budget 2019)	0
Add: Eds Cess + Health Cess @ 4%	3,138
Net Tax Payable	81,583
Advance Tax Paid	0
Tax Remaining to be Paid	81,583
Tax to Total Income Ratio	8%

Tax Rebate u/s 87A has been increased to Rs 12,600 from Rs 2,500 in Budget for people with income less than Rs 5 Lakhs
[Click for more details](#)

Want to Save more taxes?
[Click here to Download a simple presentation on Tax Saving](#)

All about Reduced Tax Slabs under new Tax Regim
[Click for Details](#)

Calculating Income Tax with Lower Tax Slab under new Regim

Gross Annual Income/Salary (with all allowances)	1,00,00,000
Income from Other Sources	0
Less: Deduction under Sec 80CCD(2) NPS (Employer Contribution)	0
Total Income	1,00,00,000
Tax Rebate of Rs. 12,600 (For Income of less than 5 lakhs) (Budget 2019)	0
Total Tax Payable	91,000
Tax Surcharge @ 10%/15%/25%/37% (Income more than 50 Lakhs/1 cr/2 cr/3 cr respectively) (Budget 2019)	0
Add: Eds Cess + Health Cess @ 4%	3,640
Net Tax Payable	94,640





Participants:

Name of Faculty Member

Dr.Satish Warpade

Dr. Ganesh Pathak

Dr. Dhananjay Deshpande

Prof. Sunil Prajapati

Prof.Rajesh Gade

Prof.Chandrakant Thorat

Prof.Tushar pokharnikar

Prof. Sudarshan Babar

Nutan Gholap

Rajnikant Dhamal

Sachin Bagave

Ms.Vanashri Kulkarni

Mr.Pravin Talekar






Family **D**evelopment Program
on
Know Your Car?



Conducted by,
Mr. Navnath Tanpure

19 March 2022




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. To give brief about Car Functioning
2. To give brief about how to care our car
3. To know the basic check points of car
4. To give brief on how to deal with some critical situation (Like Puncture, Replacement of Tyre etc)

Targeted Audience:

All staff members of Lotus Business School, Pune

Day and Date: 19 March 2022

Time: 04.00 PM

Venue: Parking Space, LBS





Participants:

Name of Staff Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Dr.Manisha Purohit
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof.Pushkarni Khade
Ms.Vanashri Kulkarni
Mr.Pravin Talekar
Mr. Rushikesh Kolhe
Mr. Sachin Bagave
Prof. Prajakta Gajare
Prof.Anil Poman
Prof.Chandrakant Thorat
Prof.Sudarshan Babar





Faculty Development Program f

On

“Outcome Based Education”

Conducted by,


Prof. Dr. Sunil Dhanawade,

Director,

DYPIMS Institute of Management, Pune.

Date : 12/03/2022

Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 007



Date: 4th March 2022

To,
Dr.Sunil Dhanawade,
Director,
DYPIMS Institute of Management,Pune

Subject: To Invite you as resource person for Workshop on "Outcome Based Education"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Outcome Based Education" under one day FDP to be held in our college on 12th March 2022 , Time 11am -4 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr.Satish Warpade
Director
Lotus Business School, Pune



Objectives:

1. Understand the concept Outcome Based Education.
2. To understand term requirements on OBE.
3. To help teaching Staff to identify necessary actions required .
4. To help in removing doubts about OBE

Session Details :

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 12/03/2022

Time: 11.00 AM

Venue: Boardroom , Lotus Business School,



FDP on "Outcome Based Education," Speaker Dr.Sunil Dhanawade, Director, DYPIMS institute of Management,Akurdi, Pune.

Venue : Lotus Business School ,Punawale

Date : 12/03/2022





Attendance for FDP : on "Outcome Based Education" Speaker Dr.Sunil Dhanawade,
Director, DYPIMS Institute of Management,Akurdi, Pune. 12/3/2022

S.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Dr. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Pooja Somani	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Drishti Kaj	Assistant Professor
15	Prajakta Gajare	Assistant Professor
16	Sudarshan Babar	Assistant Professor
17	Sonali Indalkar	Assistant Professor
18	Tushar Pokharnikar	Assistant Professor



Date: 12th March 2022

To,
Dr. Sunil Dhanawade
Director,
DYPIMS Institute of Management, Pune

Subject: Thanks for your valuable presence as a Resource Person for One Day Workshop on
"Outcome Based Education"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Workshop on "Outcome Based Education" conducted at Lotus Business School on 12th March 2022.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune





*F*amily *D*evelopment *P*rogram

On

Understanding Your Kid (Know your kid)



Conducted by,

Mrs. Vanashree Gosavi

Saturday, 09th April 2022

Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. To give insight to all faculty members regarding how to understand your kid and why we should understand our kid.
2. To understand your child's development more intimately.
3. To know what your child is learning daily.

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday 09th April 2022

Time: 04.30 PM

Venue: Boardroom, LBS





Participants:

Name of Faculty Member
Dr.Satish Warpade
Dr.Rajesh Gade
Prof.Pranita Arbat
Prof.Chandrakant Thorat
Prof.Prajakta Gajare
Dr.Anil Poman
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof.Sudarshan Babar
Ms.Nutan Gholap
Mr.Pravin Talekar
Mr.Rushikesh Kolhe
Prof.Sunil Prajapati





Workshop

On

“Intellectual Property Rights through Research”

Conducted by,

Prof. Dr. Walmil Sarwade

Dean, Faculty of Commerce and Management .

Dr. Babasaheb Ambedkar Marathawada University
, Aurangabad.


Director
Swami Sevabhavi Sanstha's
Lotus Business
Pune - 411033

12th April 2022



Objectives:

1. Understand the concept Patents.
2. To understand the process in getting Patent registered.
3. To understand difference in Patents, Copy Right , Trade marks.
4. To help in removing doubts about Patent process.

Session Details : Intellectual Property Rights through Research

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Tuesday , 12th April 2022

Time: 11.00 AM

Venue: Ankuran Hall , Lotus Business School,

Outcome of Program :

Faculty were happy to hear thoughts expressed by Dr. Walmik Sarwade on the topic Patents. Many doubts about patent registration were cleared during the sessions.



Date: 28th March 2022

To,
Dr.Walmik Sarwade
Dean,Faculty of Commerce and Management,
Dr.Babasaheb Ambedkar Marthawada University ,Aurangabad.

Subject: To invite you as resource person for one day Workshop "Intellectual Property Rights through Research"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct workshop on "Intellectual Property Rights through Research" under one day Workshop to be held in our college on 12th April 2022. Time 11 am to 5 pm.

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr.Sanish Warpade
Director
Lotus Business School, Pune



Lotus Business School

📍 Near Sai Expressway Petrol Pump, Mumbai Pune Expressway, Punawale, Pune 411 033.

☎ +91 20 6529 1082 📧 info@lotuscentre.ac.in 🌐 www.lotuscentre.ac.in



Brief Resume



Name	Professor (Dr.) W. K. Sarwade
Present Position/ Designation	Dean, Faculty of Commerce and Management Professor, Department of Commerce Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (43100 4)
Educational Qualifications	Ph.D., M.B.A., M.Com.
Teaching/Research Experience	<ul style="list-style-type: none"> • Director Dept. of Management Science (2004-07) (2013-2015), (2016-2018) • Head, Department of Commerce (2007-09) (2016-2018) • Director, Student's Welfare (July-2011-July 2013) • Dean, Faculty of Management Sci.- (2013-2015) • Dean, Faculty of Commerce and Mgt.-(2016-2021 till date)Controller of Examinations- (2015-2016) • Director BCUD (OSD) 2017-2018
Teaching Experience in Years	31 Years
Field of Interest	General Management, Marketing, International Business,HRM
Visited Countries	U.S.A.,London,Germany, Spain,Poland, France, Brussel, Portugal, Switzerland, France,Malaysia, Singapore, China, Srilanka, Thailand, Macau, Hong-Kong,Philippines, Nepal, Bhutan, Dubai, Abu Dhabi, Sharjah
Conference attended/ Paper Presented	National- 72 International-36 State- 18
Research papers on credit	International-36 National- 72 State/Other -18
Ph.D./M.Phil.Supervised to the Researchers	Ph.D.- -37 M.Phil. -51
Life Member	
Honor/Awards	<ul style="list-style-type: none"> • Warsaw University SGGW, Faculty of Economic Science Poland, Erasmus + Programme, Key action of mobility for learners and staff higher education student and staff mobility



programme at Warsaw university of Life Sciences-20-10-2017 to 29-10-2017

- Spain, Santiago University de Compostela, Research Excellence Programme Fellowship, Europe- 10 June-09 July-2014
- Junior Research fellowship for Ph.D.(1989-1990)
- Best Research paper award, International commerce conference, University of Mumbai Dec.-2007
- Best Citizen of India Award, New Delhi- January 2011
- Phule Sahu Ambedkar, Social and educational achievement award,16 April- 2011
- Economic Times Now, Best professor in Marketing Management, Educational leadership award, Mumbai, 16 Feb.- 2013
- Best Educationalist award, International institute of education and Management, Certificate of education excellence, Disha Garden Delhi - 23 Feb.- 2013

Major/ Minor Research Projects Completed

Name of Project	Status
Critical analysis of Disinvestment policy and its impact on Socio-Economic development of SC. Caste and S. T. In Maharashtra state	•Feb.-2011 Major Research Project
• Globalization and its impact on Aurangabad industrial area	21st Jan. 2009 Completed
• Global Recession and its impact on Aurangabad Industrial area	14 April 2010 completed
• DMIC Opportunities and Challenges	Group Research Project-2017
• Importance of search engine rankings for E-Commerce and digital marketing	Group research Project Major, 2018



Books On Credit

Name of Book	Publisher
• Rural Marketing in India	Anjali Publications, Aurangabad, March 2000
Public Sector and disinvestment policy	Universal publishing house New Delhi- Dec.-2014.

- Agricultural Marketing in India Vatsala Baliram Prakashan Kendra, Worli (Mumbai), March – 2006
- Delhi Mumbai Industrial Corridor (D.M.I.C.) Opportunities and Challenges Universal Publishing House, Ulhasnagar, Mumbai,, January-2020
- Emerging trends in Commerce and Management Pacific Publication house Daryagan New-Delhi-May-2011
- Disinvestment in Indian industries Vatsala Baliram Prakashan Kendra, Worli (Mumbai), March – 2010 (ISBN)
- Supply Chain Management Pear Publishing co. Daryagan New Delhi-2010 (ISBN)
- Retail Management Pear Publishing co. Daryagan New Delhi-2010 (ISBN)
- Economic Reforms and Private Insurance sector Anshika Publishing House, Sonia Vihar Delhi-110090 November-2018
- E-Commerce text and cases A.K. Publishers Daryaganj New Delhi April- 2010 (ISBN)

Production and Consumption pattern of Bio Fertilizer products in India Universal Publishing House, Ulhasnagar, Mumbai,, January-2020

**International/National
Journal Editorial board
Member**

Editor

Title of the Journal

Editorial Board Member

ISSN- Journal of Management and Economics, University of defense, Brno-66210, The Czech Republic (2011)

Chief Editor

ISSN- International journal of Management and Economics, Chetan Publications Aurangabad

Editorial Board Member,

International journal of Management and Finance, Taiwan- June-2011

Editorial board member

ISSN- Journal of Agricultural



	Scientists, Hind Agri- Horticulture society, Muzaffarnagar, U.P.
Editorial board member	ISSN- Osmania Journal of international business studies- Hyderabad (2011)
Chief Editor	ISSN-Excel journal of Engineering , technology and Management (2011)



Photos of Workshop : Intellectual Property Rights through Research





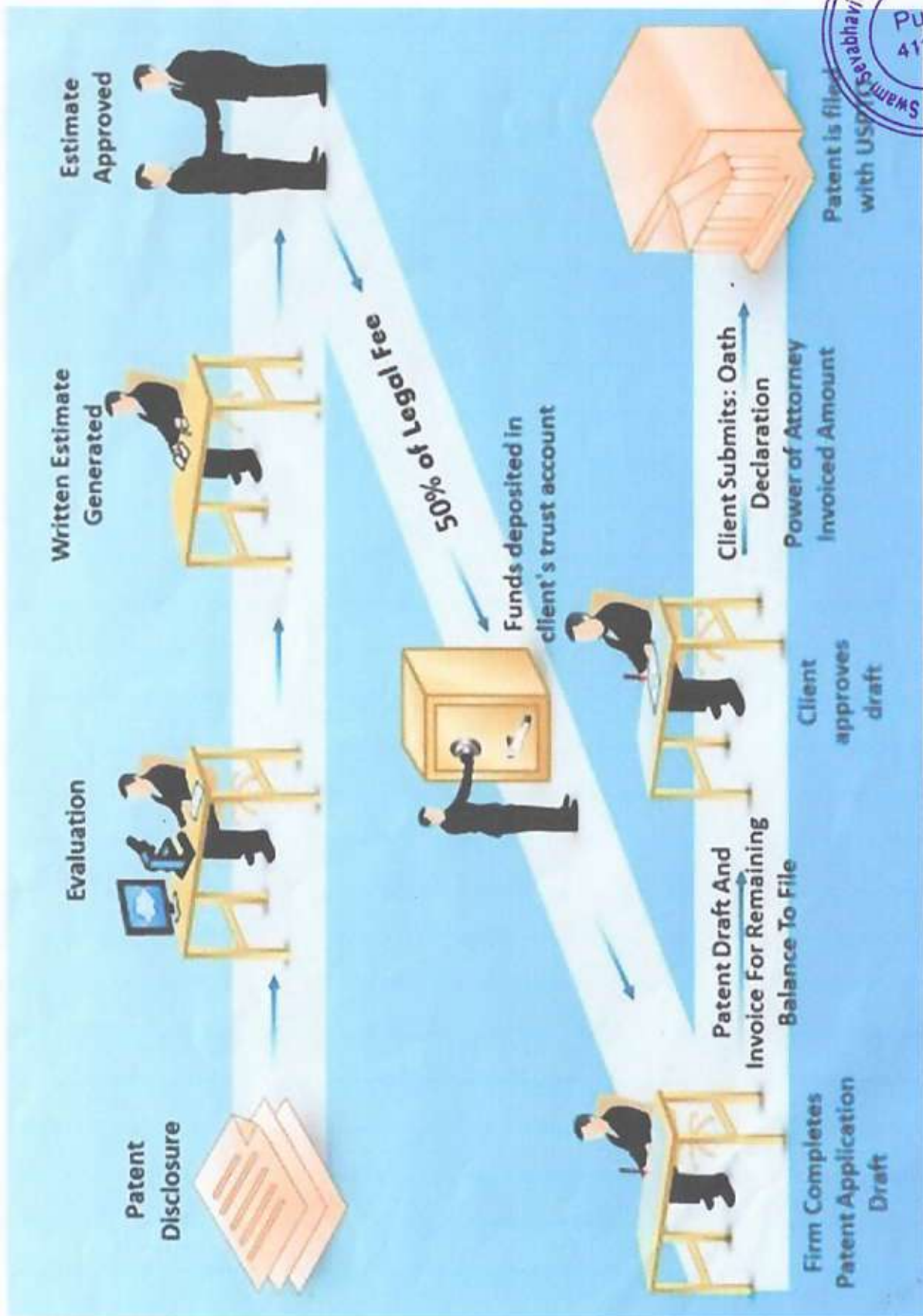


Types of IP

- Patents
- Copy Rights
- Trade marks
- Geographic Indications
- Protection of undisclosed information
- Layout designs of integrated circuits
- Industrial designs



Patent Process



Attendance Workshop on "Intellectual Property rights through Research,"

Speaker Dr. Walmik Sarwade Date : 12/4/2022

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Dr. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Pooja Somani	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Drishti Kaj	Assistant Professor
15	Prajakta Gajare	Assistant Professor
16	Sudarshan Babar	Assistant Professor
17	Sonali Indalkar	Assistant Professor



Date: 12th April 2022

To,
Mr. Walmik Sarwade
Dean, Faculty of Commerce and Management,
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.

Subject: Thanks for your valuable presence as a Resource Person for One Day Workshop on
"Intellectual Property Rights through Research"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Workshop on "Intellectual Property Rights through Research" conducted at Lotus Business School on 12th April 2022.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Payment Voucher

No. : 1

Dated : 12-Apr-2022

Particulars	Amount
Account : Faculty Development Prog Expnses	5,000.00
Through : Cash	
On Account of : Being cash paid to Mr.Walmik Sarwade for " Intellectual Property Rights through Research "	
Amount (in words) : Indian Rupees Five Thousand Only	
	₹ 5,000.00

Receiver's Signature:

Authorised Signatory



Family Development Programme

on



Conducted by,
Drishti Kaj
on 25.05.2022




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. To know the Rights of Human.

Targeted Audience:

All Staff of Lotus Business School, Pune

Day and Date: Wednesday, 25th May 2022

Time: 04.00 PM

Venue: LBS Boardroom

Human Rights are the set of rights that every individual human is entitled to. Every human has his own rights irrespective of any caste, religion, creed, sex, race. Human rights gives the essence of unity and the feeling that everyone is equally treated. It safeguards the interests of the citizens of a country. As being Human species, all are liable to have human rights. Human Rights protect the dignity of all human beings. They are important means of protection for those who face and suffer abuse, negligence, isolation.





Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Dr.Dhananjay Deshpande
Sudarshan Babar
Ms.Vanashri Kulkarni
Dr Ganesh Pathak
Ms.Vanashri Kulkarni
Prajakta Gajare



Family **D**evelopment **P**rogram on Basic of Computer for Troubleshooting.



Conducted by,
Mr. Rajnikant Dhamal

Thursday, 21st October 2020




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. To give insight to faculty and Admin staff members regarding how to do basic Computer troubleshooting.
2. To highlight on basic Computer troubleshooting process.
3. Discuss on various system problem and solutions of them.
4. Discuss of various System parts and his functions.
5. Discuss about computer Generations, Processor types and his capacity.
6. Do Practical of how to assemble and disassemble computer parts in inside the cabinet.
7. Discuss about how to install and uninstall unwanted softwares.

Targeted Audience:

Faculty & Admin Staff members of Lotus Business School, Pune

Day and Date: Wednesday 21st October 2020

Time: 02.00 PM

Venue: Boardroom, LBS





Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Prof. Sunil Prajapati
Dr.Dhananjay Deshpande
Ms. Nutan Gholap
Prof.Sonali Indalkar
Mr. Rushikesh Kolhe
Ms.Vanashri Gosavi
Mr.Pravin Talekar
Mr.Rushikesh Kolhe
Mr.Navnath Tanpure
Mr.Shyam Payud
Dr.Ganesh Pathak
Prof.Nilofar Sayyad





Report of Session
On

"Time Management"

under

Workshop for Non-teaching staff

Conducted By:
Dr. Dhananjay Deshpande

Friday, 30rd October 2020
Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



1. **Objectives:**

To give insight to all non teaching staff members about

1. Use of importance of Time
2. Do's and Don'ts during use of time during work hours.

2. **Session Details**

Description :

Time Management session for non teaching staff

Target Audience :

All non teaching staff of Lotus Business School, Pune

Conducted by :

Dr. Dhananjay Deshpande (MBA Marketing, Ph.d)Associate
Professor, Lotus Business School, Pune

Date and Time :

At 11 am on Friday, 30rd October 2020

Venue :

Boardroom, Lotus Business School, Pune

Feedback :

All non teaching staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

The objective of this session was to make all non teaching staff aware about how to use Time effectively.



4. Photos of Event







A hand is shown with several small rectangular labels placed on the fingers and a larger label on the palm. The labels are as follows:

- Index finger: Achievement
- Middle finger: Plan
- Ring finger: Project
- Ring finger (inner side): Priority
- Middle finger (inner side): To-do
- Thumb: Task
- Palm: TIME MANAGEMENT



11

Thank You



Attendance for Workshop on "Time Management," Speaker Dr.Dhananjay Deshpande,
Lotus Business School, Pune.
Date : 30/10/2020

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Navnath Tanpure
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar
12	Shivram Mali
13	Suraj Navthar
14	Sharavan Amle
15	Vinod pawar





Report of Session
on
“Workshop on **Organic Food –Need
of an hour**”

Under
**Family Development
Program**

Conducted By:
Prof. Chandrakant Thorat



Saturday, 30th January 2021
Time : 11 am


Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



1. **Objectives:**

To give insight to all teaching staff members about

1. Use of Organic foods
2. Do's and Don'ts during using Vegetables and fruits
3. Understanding effects of Chemical farm products .

2. **Session Details**

Description : Organic Food –Need of an hour

Target Audience :

All teaching staff of Lotus Business School, Pune

Conducted by :

Mr. Chandrakant Thorat (MBA Marketing, MBA Operations)

Assistant Professor, Lotus Business School, Pune

Date and Time :

At 11 am on Saturday, 30st January 2021

Venue :

Boardroom, Lotus Business School, Pune

Feedback :

All teaching staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

The objective of this session was to make all teaching staff aware about how important it is buy Organic or Natural grown fruits and vegetables.

Faculty members were made aware of ill effects of chemical farming products and benefits of using natural grown fruits and vegetables.

Paying premium price today for chemical residue free food would help to prevent from diseases Tomorrow.



4. Photos of Event





List of Participants :

Academic Year- 2020-21

S.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Pooja Somani	Assistant Professor
7	Pushkarni Khade	Assistant Professor
8	Rajesh Namdev Gade	Assistant Professor
9	Devang Joshi	Assistant Professor
10	Pranita Ashok Arbat	Assistant Professor
11	Vivek Suresh Keskar	Assistant Professor
12	Nilofar Sayyad	Assistant Professor
13	Sunil Prajapati	Assistant Professor
14	Chandrakant Thorat	Assistant Professor
15	Anurag Salve	Assistant Professor
16	Rushikesh Kole	Office staff
17	Pravin Talekar	Librarian





**Report of Session
On**

“Benefits of Mediation & Yoga”

under

Workshop for Non-teaching staff

Conducted By:
Dr. Ganesh Deshpande

Tuesday, 2nd February 2021
Time : 3 pm Venue : Classroom


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



1. **Objectives:**

To give insight to all non teaching staff members about

1. Use of mediation in daily life

2. Do's and Don'ts during use practicing Mediation and Yoga.

2. **Session Details**

Description :

Benefits of Mediation and Yoga session for non teaching staff

Target Audience :

All non teaching staff of Lotus Business School, Pune

Conducted by :

Dr. Ganesh Deshpande (MBA Marketing, Ph.d)Associate

Professor, Lotus Business School, Pune

Date and Time :

At p 3 pm on Tuesday, 2nd Feb.2021

Venue :

Classroom, Lotus Business School, Pune

Feedback :

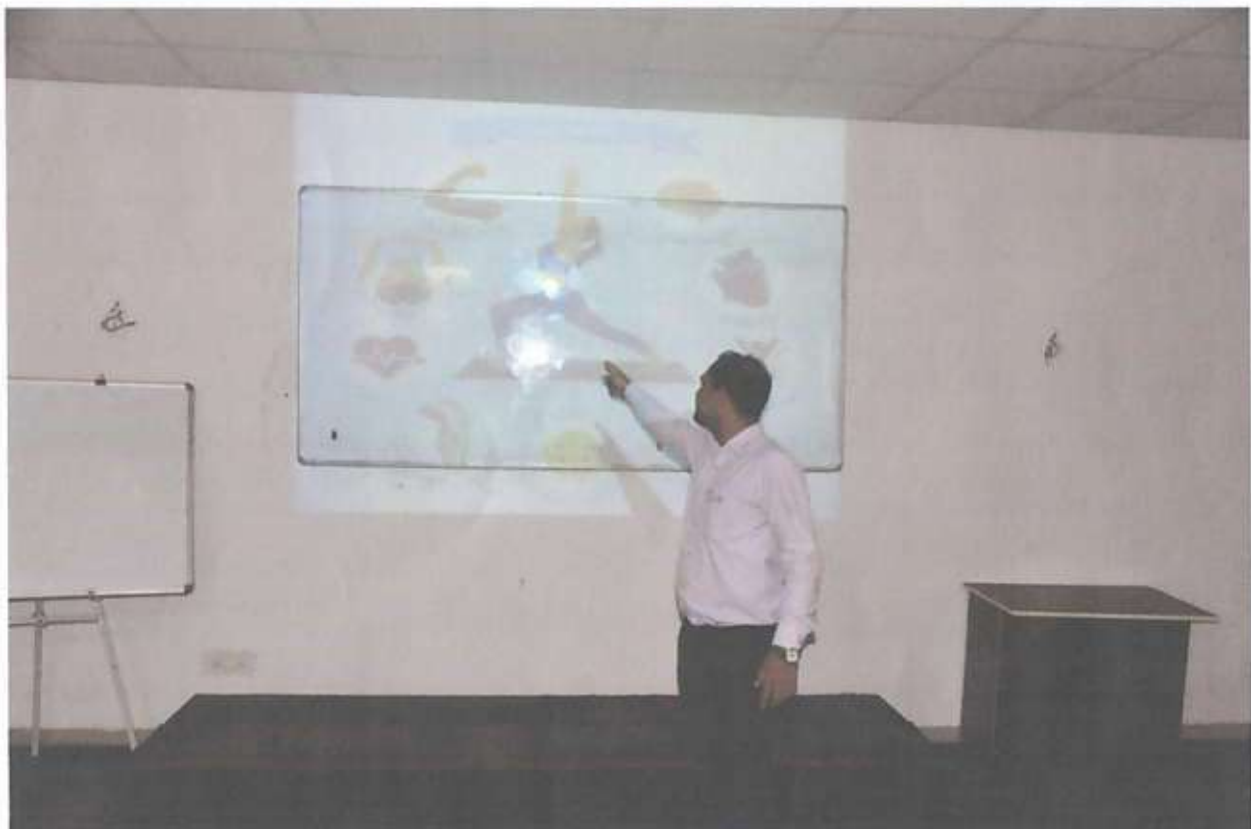
All non teaching staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

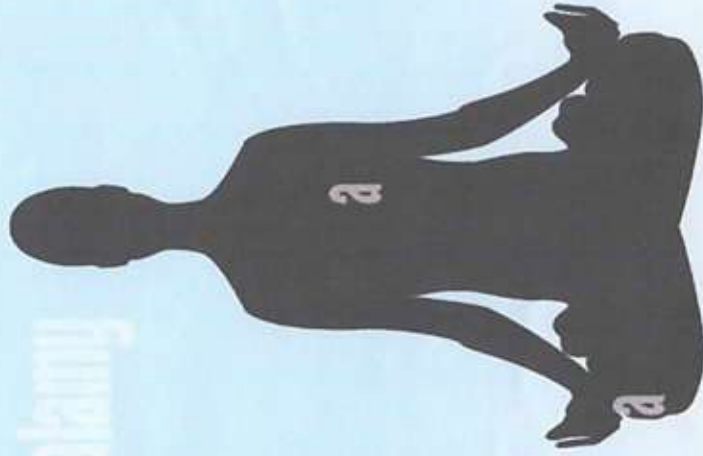
The objective of this session was to make all non teaching staff aware about how to use Mediation and Yoga in daily life.



4. Photos of Event



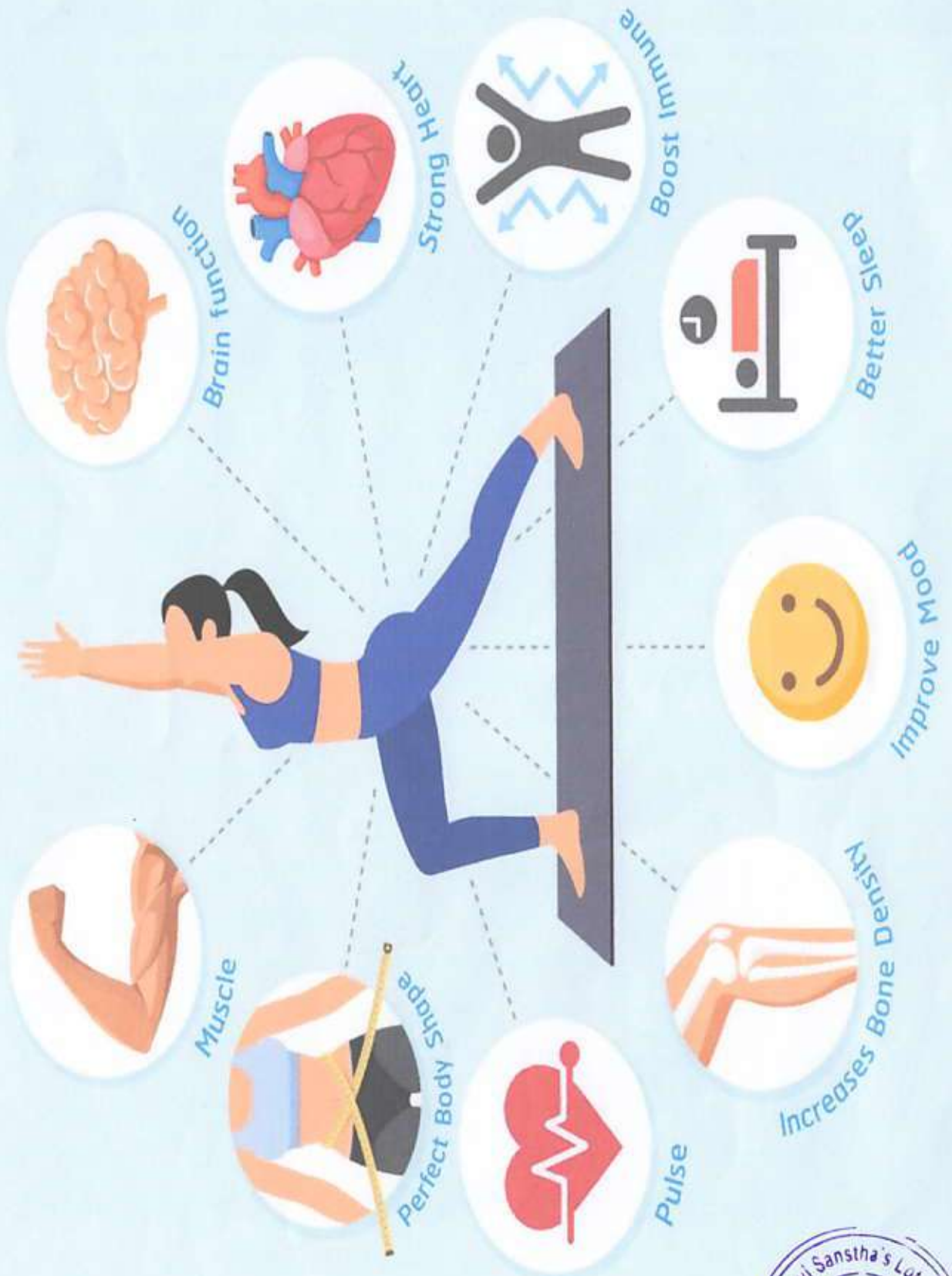
Benefits of meditation



- ☯ Reduces Stress
- ☯ Controls Anxiety
- ☯ Promotes Emotional Health
- ☯ Enhances Self-Awareness
- ☯ Lengthens Attention Span
- ☯ Fights Addictions
- ☯ Reduce Age Related Memory Loss
- ☯ Improves Sleep
- ☯ Helps Control Pain
- ☯ Decreases Blood Pressure



Yoga Benefits





Thank You



Attendance for Workshop on "Benefits of Mediation ," Speaker Dr.Ganesh Pathak

Lotus Business School, Pune.

Date : 02/02/2021

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Navnath Tanpure
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar





Faculty Development Program

On

“Role of Startups”

Conducted by,

Mr. Sunil Kasat,

Director

R.G.Kasat Industries Pvt Ltd, Pune.

Date : 13/03/2021

Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the concept Startup.
2. To understand the requirements for Startup company.
3. To help teaching Staff to identify necessary actions required promoting Startup.
4. To help in removing doubts about Startups related issues.

Session Details : **Role of Startups**

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 13/03/2021

Time: 11.00 AM

Venue: Boardroom , Lotus Business School,



Date: 4th March 2021

To,
Mr.Sunil Kasat,
Director,
R.G.Kasat Industries Pvt.Ltd,Pune

Subject: To Invite you as resource person for FDP on "Role of Startups"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Role of Startups" under one day FDP to be held in our college on 13th March 2021 , Time 11am -4 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr.Satish Warpade
Director
Lotus Business School, Pune



Lotus Business School

📍 Near Sai Expressway Petrol Pump, Mumbai Pune Expressway, Punawale, Pune 411 033.

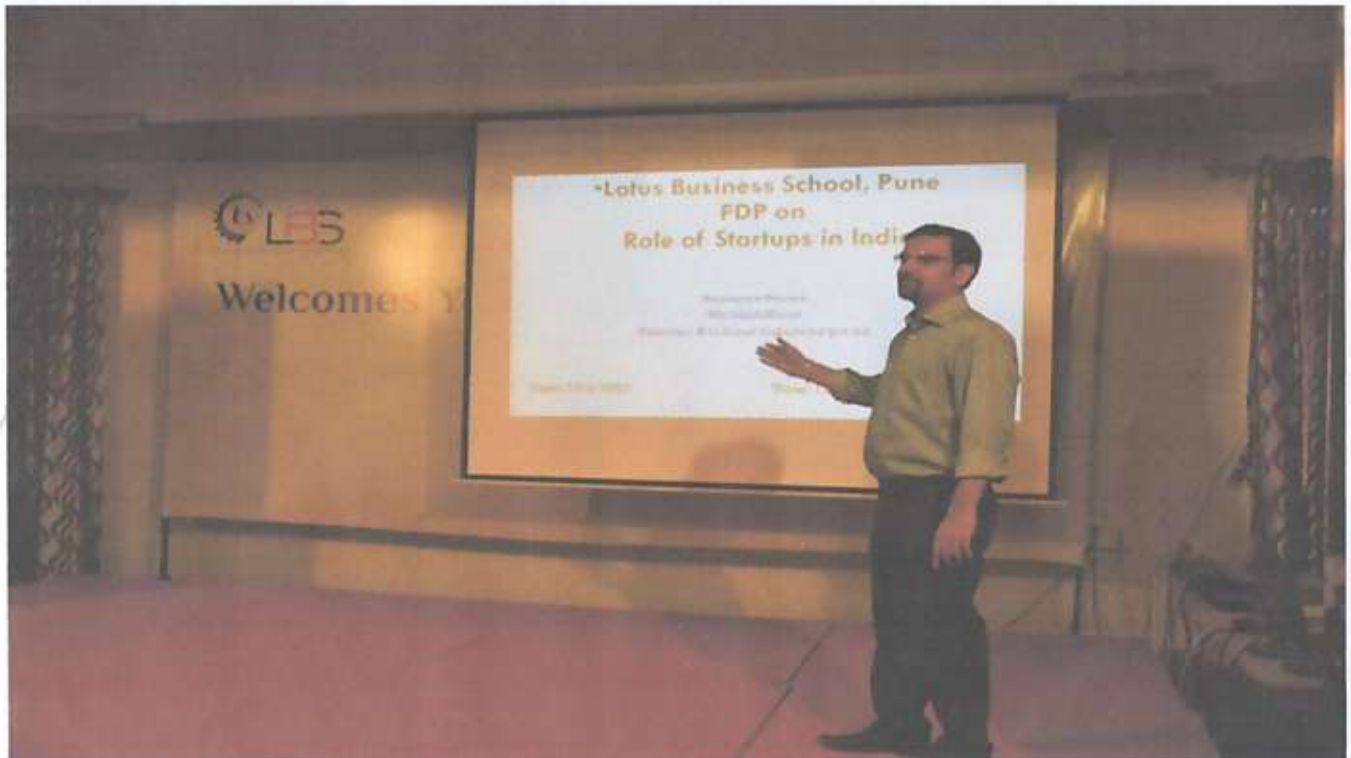
☎ +91 20 6529 1082 ✉ info@lotuscentre.ac.in 🌐 www.lotuscentre.ac.in



FDP on "Role of Startup in India," Speaker Mr.Sunil Kasat, Director, R.G.Kasat Industries Pvt Ltd, Pune.

Venue : Lotus Business School ,Punawale

Date : 13/03/2021



•Lotus Business School, Pune
FDP on
Role of Startups in India

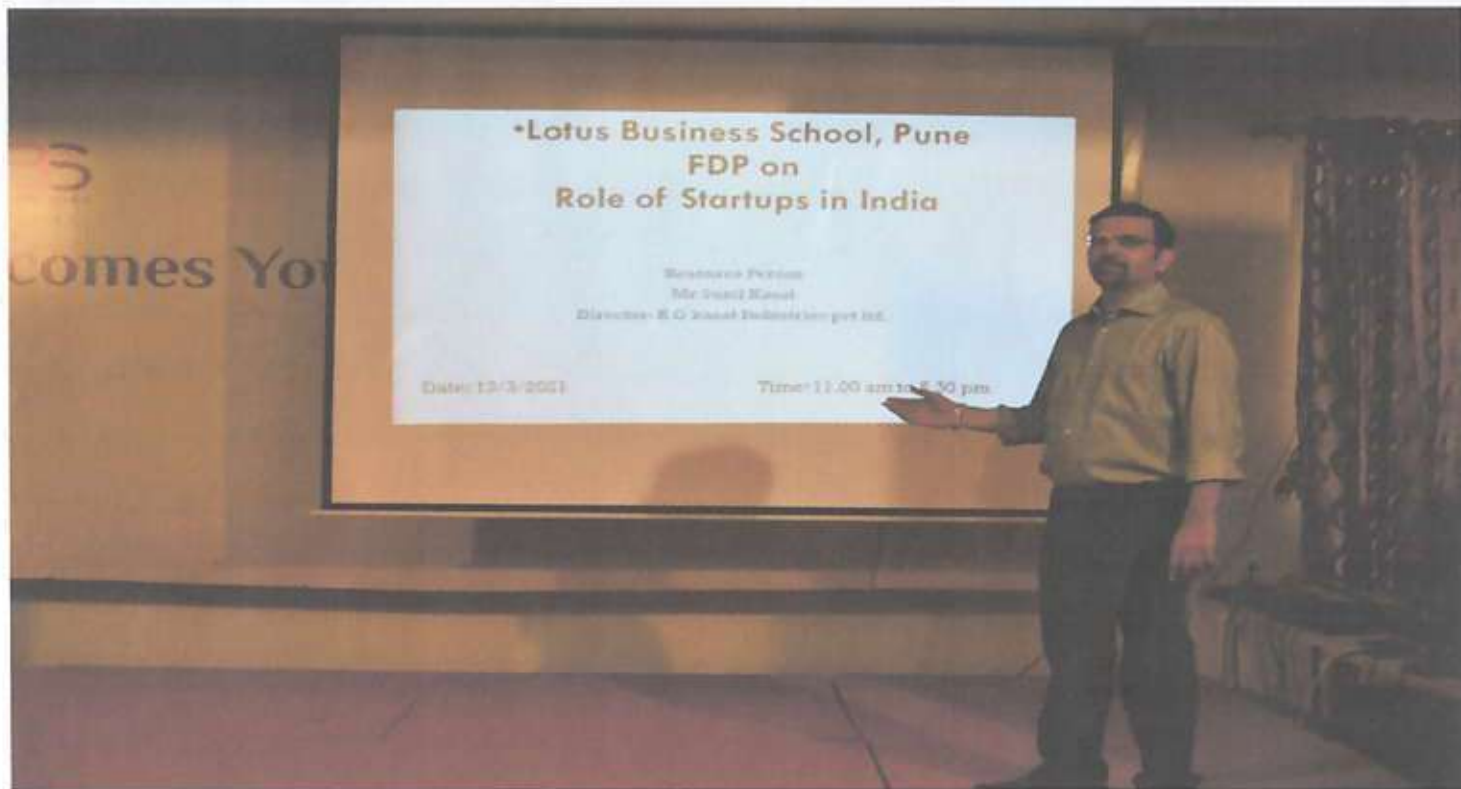
Resource Person
Mr. Sunil Kasat
Director- R G Kasat Industries pvt ltd.

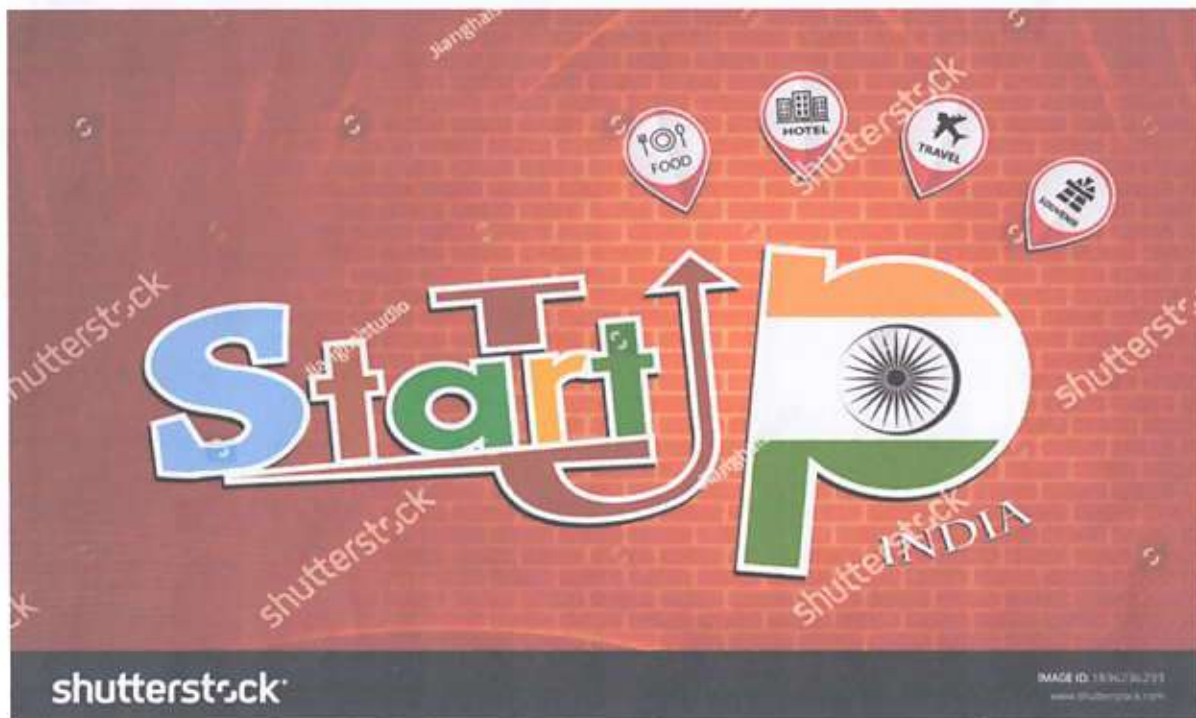
Date: 13/3/2021

Time: 11.00 am to 5.30 pm



You.





Role of a CA in India's Startup Revolution



Startups boost the economy with revolutionary technology and create new industries over time.

When these startups go public, they truly become money-making engines for not just the owners but also for the employees and shareholders; Startups also contribute in changing the image of the country.



FEATURES OF START UP :

It aims at empowering startups through innovation and design.

Some features of the scheme are as follows:

Simplification and hand-holding:

- (Government has announced simplifications for clearance, approval, and registration of startups.

No Inspections: No inspection regarding labour laws up to three years of launch.

Startups want to grow with the goal of disrupting the market.

Small businesses, on the other hand, are created for the purpose of entrepreneurship and serving a local market—and therefore, aren't concerned with growth on such a large scale.



Attendance for FDP: on "Role of Startup," Speaker Mr. Sunil Kasat, Director, R.G.Kasat Industries Pvt Ltd, Pune. Date : 13/3/2021

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Dr. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Nilofar Sayyed	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Sonali Indalkar	Assistant Professor



Date: 13/03/2021

To,
Mr.Sunil Kasat
Director
R.G.Kasat Industries Pvt.Ltd

Subject: Thanks for your valuable presence as a Resource Person for One Day Faculty Development Program on "Role of Startups"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Faculty Development Program on "Role of Startups " conducted at Lotus Business School on 13th March 2021.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr.Satish Warpade
Director
Lotus Business School, Pune



Lotus Business School

📍 Near Sai Expressway Petrol Pump, Mumbai Pune Expressway, Punawale, Pune 411 033.

☎ +91 20 6529 1082 ✉ info@lotuscentre.ac.in 🌐 www.lotuscentre.ac.in



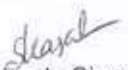
Swami Sevabhavi Sanstha-2020-21 Final


Payment Voucher

No. : 969

Dated : 26-Mar-2021

Particulars	Amount
Account : Travelling Expenses	5,000.00
Through : Cash	
On Account of : Being Cash paid for FDP on "Role of Startups"	
Amount (in words) : Indian Rupees Five Thousand Only	
	₹ 5,000.00


Receiver's Signature:


Authorised Signatory



Faculty Development Program

On

“Advance Excel”

Conducted by

Mr. Ninad Vishwekar

Head Business Excellence

Vikram Tea Processor Pvt.Ltd.

Date : 20/03/2021

Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the concepts in Advance Excel
2. To understand the requirements for making effective use of Advance Excel.
3. To help teaching Staff to identify use of tools in Advance Excel in their day to day work.
4. To help in removing doubts about Advance Excel.

Session Details : Advance Excel**Targeted Audience:**

All teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 20/03/2021

Time: 11.00 AM

Venue: Ankuran Hall, Lotus Business School,



Date: 14th March 2021

To,
Mr.Ninad Vishwekar,
Head Business Excellence,
Vikram Tea Processor Pvt.Ltd.

Subject: To Invite you as resource person for FDP on "Advance Excel"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Role of Startups" under one day FDP to be held in our college on 20th March 2021 , Time 11am -4 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr.Satis Warpade
Director
Lotus Business School, Pune



FDP under MOU on "Advance Excel," Speaker Mr.Ninad Vishwekar ,Head Business Excellence , Vikram Tea Processor Pvt.Ltd.

Venue : Ankuran Hall ,Lotus Business School ,Punawale

Date : 20/03/2021





Attendance for FDP: on "ADVANCE EXCEL," Speaker Mr. Ninand Vishwekar,

Date : 20/3/2021

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Manisha Purohit	Associate Professor
3	Dr. Ganesh Pathak	Associate Professor
4	Dr. Anil Poman	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Dr. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Tushar Pokharnikar	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Chandrakant Thorat	Assistant Professor
14	Sudarshan Babar	Assistant Professor
15	Sonali Indalkar	Assistant Professor



Date: 20/03/2021

To,
Mr. Ninad Vishwekar
Head Business Excellence,
Vikram Tea Processor Pvt Ltd.

Subject: Thanks for your valuable presence as a Resource Person for One Day Faculty Development Program on "Advance Excel"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Faculty Development Program on "Advance Excel" conducted at Lotus Business School on 20th March 2021.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Lotus Business School

📍 Near Sai Expressway Petrol Pump, Mumbai Pune Expressway, Punawale, Pune 411 033.

☎ +91 20 6529 1082 📧 info@lotuscentre.ac.in 🌐 www.lotuscentre.ac.in



Payment Voucher

No. : 967

Dated : 26-Mar-2021

Particulars	Amount
Account : Travelling Expenses	5,000.00
Through : Cash	
On Account of : Being Cash paid for "Advance Excel" Faculty Development Program	
Amount (in words) : Indian Rupees Five Thousand Only	
	₹ 5,000.00

Receiver's Signature:

Authorised Signatory



Report of Session

Workshop on

“Kaizen and 5’S Techniques”

Under

**Workshop for Non-
teaching staff**

Conducted By:

Prof. Chandrakant Thorat

Saturday, 27th July 2019

Time : 2 pm- 5 pm


Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033



1. **Objectives:**

To give insight to all non-teaching staff members about

1. Use of 5's technique and Kaizen
2. Do's and Don'ts during using 5'S TECHNIQUES.
3. To Implement 5'S at HOME and in office.
- 4.

2. **Session Details**

Description : Kaizen and 5'S Techniques

Target Audience :

All non-teaching staff of Lotus Business School, Pune

Conducted by :

Mr. Chandrakant Thorat (MBA Marketing, MBA Operations)

Assistant Professor, Sinhgad Institute of Management, Pune

Date and Time :

At 2 pm - 5 pm am on Saturday, 27/7/2019

Venue :

Boardroom, Lotus Business School, Pune

Feedback :

All non-teaching staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

The objective of this session was to make all non-teaching staff aware about how important it is to understand Kaizen and 5S concept.

Implement the idea of 5s at home and in office .



4. Photos of Event





List of Participants :

Attendance for Workshop on "Kaizen and 5'S Techniques ," Speaker

Prof..Chandrakant Thorat

Date : 27/07/2019

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Navnath Tanpure
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar



Any Questions ?





Faculty Development Program

On

“Experiential Learning”

Conducted by,

Mr. Sunil Kasat,

Director

R.G.Kasat Industries Pvt Ltd, Pune.

Date : 19/09/2019

Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the concept Experiential Learning.
2. To understand the requirements for Experiential Learning.
3. To help teaching Staff to identify necessary actions required promoting Experiential Learning.
4. To help in removing doubts related to Experiential Learning issues.

Session Details : Experiential Learning

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 19/09/2019

Time: 11.00 AM

Venue: Ankuran Hall , Lotus Business School,

Program outcome :

Participants were exposed different methods that can be used for Experiential Teaching and Learning .

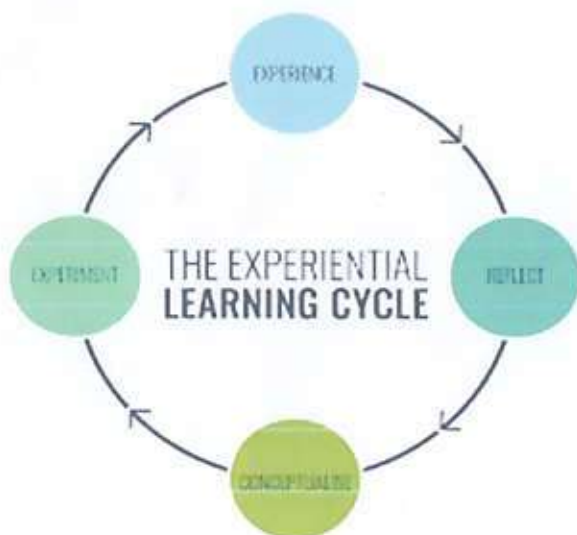


FDP on "Experiential Learning," Speaker Mr.Sunil Kasat, Director, R.G.Kasat Industries Pvt Ltd, Pune.

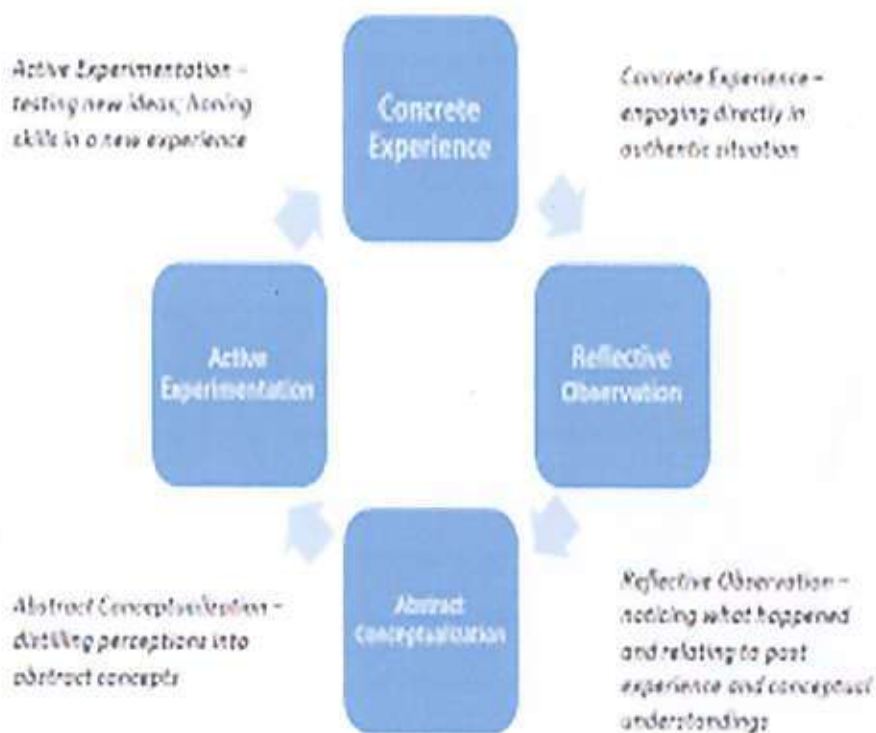
Venue : Ankuran hall, Lotus Business School ,Punawale

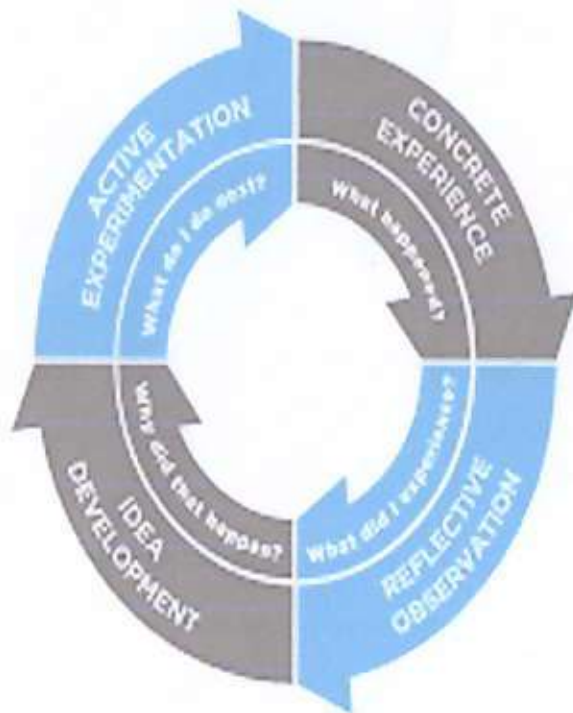
Date : 19/09/2019



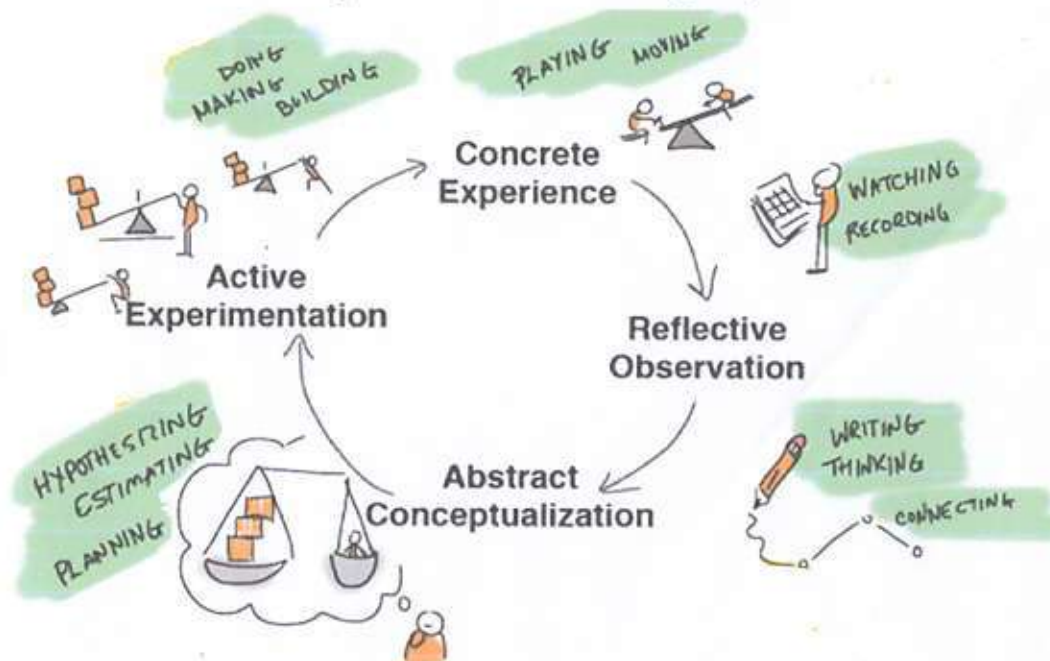


Kolb's Cycle of Experiential Learning



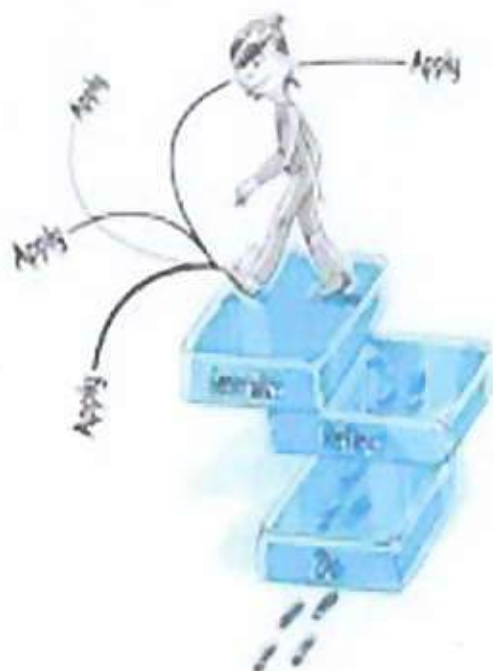


Kolb's Experiential Learning Cycle



Experiential Learning Methods

- ✓ Outbound Training
- ✓ Management Games
- ✓ Team Building Activities
- ✓ Adventure Based Learning
- ✓ Outdoor Learning Activities
- ✓ Drama, Art, Theatre
- ✓ Simulation Based Learning
- ✓ Film Making
- ✓ Story Telling
- ✓ Creativity Games
- ✓ Mystery Games
- ✓ Service Learning



Attendance for FDP: on "Experiential Learning" Speaker Mr. Sunil Kasat, Director, R.G.Kasat Industries Pvt Ltd, Pune. Date : 19/9/2019

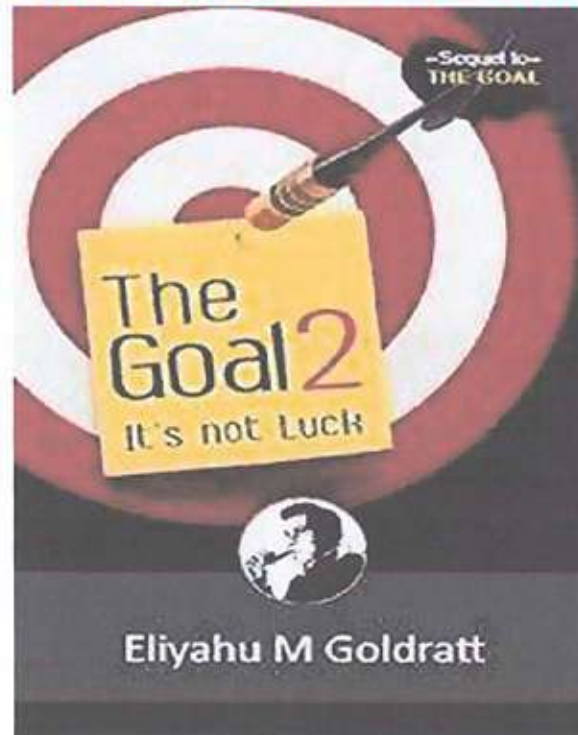
Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr.Jasmeet Chhabda	Professor
4	Dr. Manisha Purohit	Associate Professor
5	Dr. Ganesh Pathak	Associate Professor
6	Dr. Dhananjay Deshpande	Assistant Professor
7	Dr. Rajesh Namdev Gade	Assistant Professor
8	Devang Joshi	Assistant Professor
9	Pranita Ashok Arbat	Assistant Professor
10	Sunil Prajapati	Assistant Professor
11	Pushkarni Khade	Assistant Professor
12	Tushar Pokharnikar	Assistant Professor
13	Vivek Suresh Keskar	Assistant Professor
14	Nilofar Sayyed	Assistant Professor





Swami Sevabhavi Sanstha's
LOTUS BUSINESS SCHOOL
Innovating Business Leadership
(Approved by AICTE, Govt of Maharashtra and Affiliated to University of Pune)

Report of Session
on
"Book Review: The Goal 2"



Under
Family **D**evelopment **P**rogram

Conducted By:
Prof. Dr. Satish Warpade

Monday, 30th September 2019




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

1. **Objectives:**

To give insight to all staff members about the Management lessons by reviewing the book "The Goal 2" written by Eliyahu M. Goldratt.

2. **Session Details**

Description :

Book Review: The Goal 2

Target Audience :

All staff members of Lotus Business School, Pune

Conducted by :

Prof. Dr. Satish Warpade

Director, Lotus Business School, Pune

Date and Time :

At 10 am on Monday, 30th September 2019

Venue :

Ankuran, Lotus Business School, Pune

Feedback :

All staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

The objective of this session was to give insight about the book "The Goal 2". How to review books by Management point of view. All staff get practical applicability of management aspect by knowing example given in this book.



4. Photos of Event



5. Participants:

1. Prof. Dr. Satish Warpade
2. Dr. Manisha Purohit
3. Dr. Ganesh Pathak
4. Dr. Dhananjay Deshpande
5. Sunil Prajapati
6. Pranita Ashok Arbat
7. Pooja Somani
8. Pushkarni Khade
9. Sudhir Patil
10. Rajesh Namdev Gade
11. Anamica Bansal
12. Devang Joshi
13. Vivek Suresh Keskar
14. Nilofar Sayyad
15. Rushikesh Kolhe
16. Rajnikant Dhamal
17. Pravin Talekar
18. Vanashri Gosavi
19. Nutan Gholap



Lotus Business School's
Family Development Program



Book Review

"The Goal- 2: Its Not Luck"

Writer: Eliyahu M. Goldratt

By,

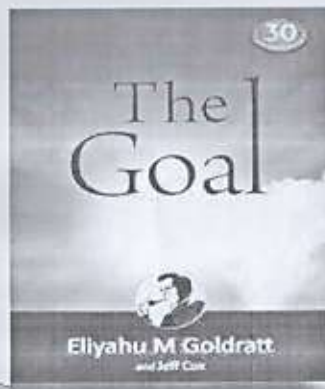
Date: 30/09/2019

Dr. Satish Warpade

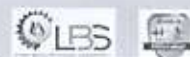
Lotus Business School, Pune

About Books

› Edition 1



› Edition 2



About Book

- ▶ The first edition of The Goal was published in 1984.
- ▶ The first revised edition was published in 1986 and included 31 chapters.
- ▶ The second revised edition was published in 1992 and included 40 chapters.



Insight

- ▶ This book is a boon to all executives, be it manufacturing or service industry.
- ▶ The logic and the concept is holistic and can be applied to any industry.
- ▶ Amazing piece of work by Goldratt.
- ▶ Each and every executive self realizes themselves in Alex shoes.



Insight

- › The concept of current reality tree and future reality tree is explained beautifully by the author.
- › How Alex (the main character of this book) uses the reality tree's to make his companies profitable is really amazing.
- › Not only does he uses the reality tree to resolve problems in his factories but also uses the concept in his personal life to resolve conflicts.



Where to Buy

- › Any book Shop
- › Amazon
- › Flipkart







Family Development Program
On
Different Platforms for Online Shopping



Conducted By

Mrs. Nutan Gholap

Saturday, 23rd November 2019




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

- To manage the details of Shopping, Internet, Payment, Bills, Customer. It manages all the information about Shopping, Products, Customer, Shopping
- To Manage the shopping details
- To Manage the payment details
- To Generate the information of customers and products
- To Manage Time

Famous Online Shopping Platforms:

amazon

Flipkart



Myntra

JABONG



snapdeal.com

KOOVS.COM

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday, 23rd November 2019

Time: 03.30 PM

Venue: Boardroom, LBS



Photographs:



Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Prof.Nilofar Sayyad
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof.Pushkarni Khade
Ms.Vanashri Gosavi
Mr.Pravin Talekar
Mr.Sunil Prajapati
Mr.Rushikesh Kolhe
Mr.Sachin Bagave
Mr.Navnath Tanpure
Mr.Shyam Payud



Different Platforms For Online Shopping



Best Online Shopping Platforms

amazon

Flipkart

Myntra

JABONG

snapdeal

KOOVS.COM



What is Online shopping

- ▶ Online shopping or e-shopping is searching for and purchasing goods and services over the Internet through the use of a web browser. The main allure of online shopping is that consumers can find and purchase items they need (which are then shipped to their front door) without ever leaving the house. Today, almost anything can be purchased through online shopping, amounting to billions of dollars a year in sales.



Who provides online shopping?

- ▶ Today, most retail stores have a website for customers to buy from online and either ship them to their home or pick up at a nearby store location. WalMart, Best Buy, Sears, and other retail businesses offer this type of shopping experience.
- ▶ Some companies only sell products through their website and do not have a retail storefront. For example, Amazon, TigerDirect, and NewEgg conduct their business exclusively online.



History of online shopping

- ▶ Before the World Wide Web was created, Michael Aldrich developed a system called Redifon's Office Revolution in March 1980, connecting sales companies, suppliers, and customers together. Companies were able to order supplies from suppliers and sell products to customers electronically, utilizing videotex technology. It is considered a major predecessor and influence on the development of online shopping as we know it today.
- ▶ In 1994, several years after the launching of the World Wide Web, online transaction systems, including banking and shopping, started emerging. The first shopping transactions were completed through NetMark and Internet Shopping Network in 1994, beginning the online shopping boom. Amazon.com and eBay launched their websites in 1995, offering online shopping options for customers.
- ▶ Many of the first online shopping websites utilized Intershop Online, an online shopping software system, developed in 1995 by Intershop Communications AG. The Intershop Online software allowed businesses to more easily add online shopping capabilities, or e-commerce, on their website, with secure transactions for their customers.

The convenience of online shopping

- ▶ Saves time and efforts.
- ▶ The convenience of shopping at home.
- ▶ Wide variety/range of products are available.
- ▶ Good discounts / lower prices.
- ▶ Get detailed information about the product.
- ▶ We can compare various models/brands.
- ▶ Online shopping saves money
- ▶ Online tracking



Family Development Program on How to Solve Case Study?



Conducted by,
Dr. Ganesh Pathak

Thursday, 26th December 2019



Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. To give insight to all faculty members regarding how to find and prepare case lets.
2. To highlight on process need to be follow while taking case study in classroom
3. To analyse on case let in program

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Thursday 26th December 2019

Time: 04.30 PM

Venue: Boardroom, LBS

Case study for Exercise: Café Coffee Day





Participants:

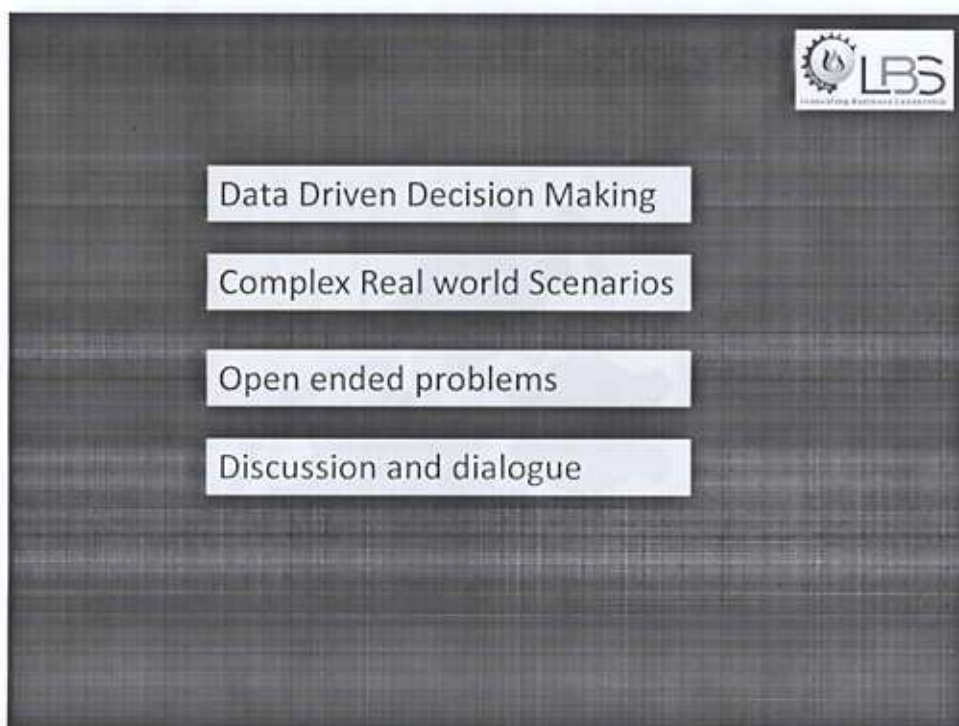
Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Prof.Sudhir Patil
Prof.Nilofar Sayyad
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof.Pushkarni Khade
Ms.Vanashri Kulkarni
Mr.Pravin Talekar

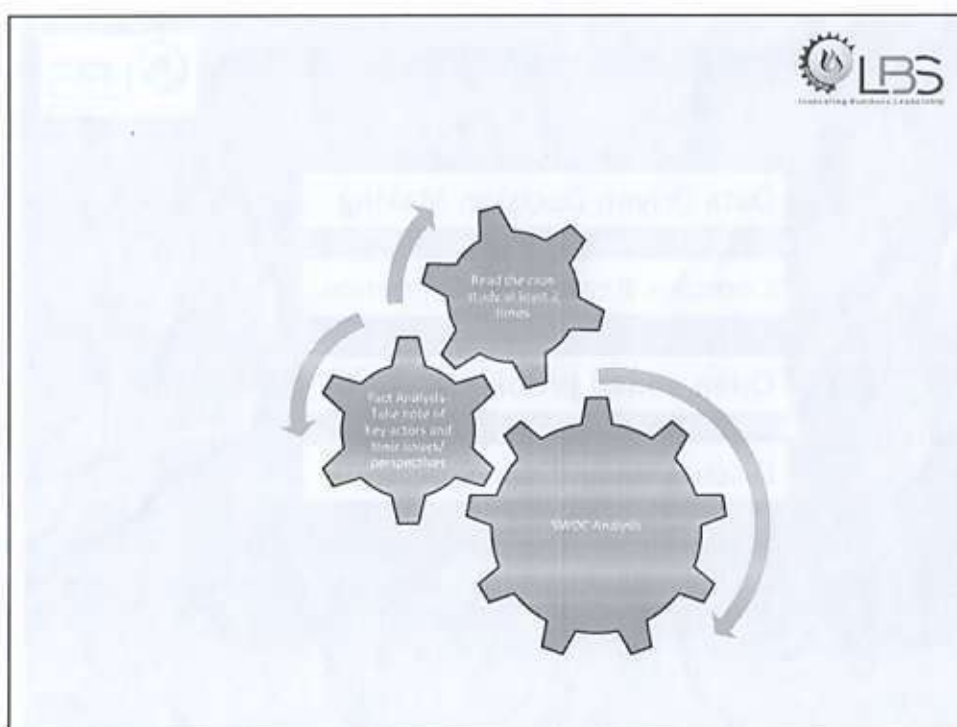
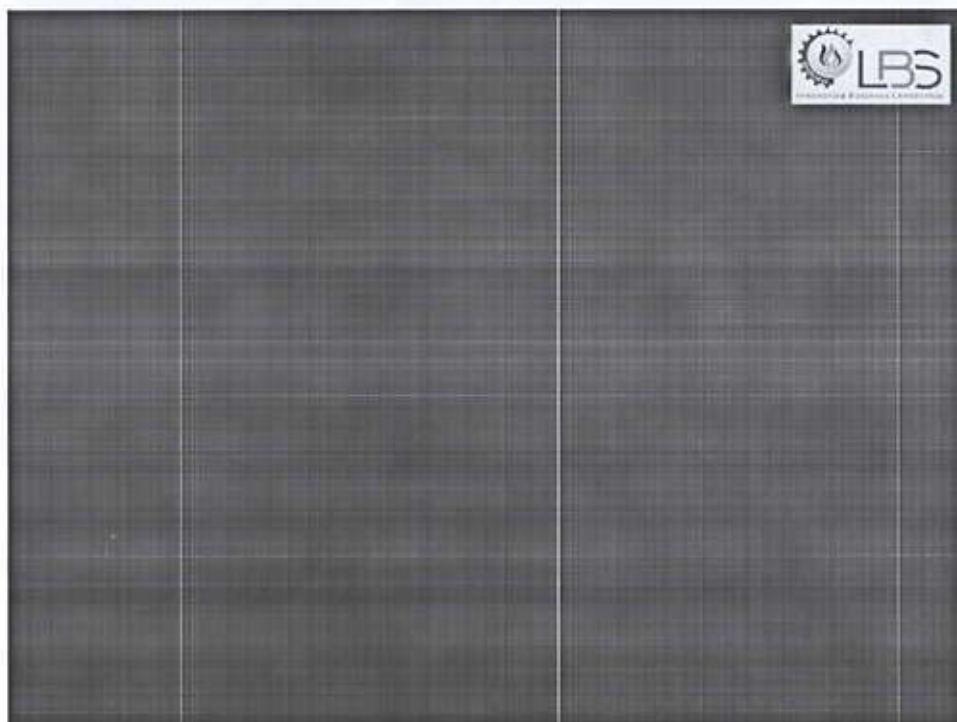


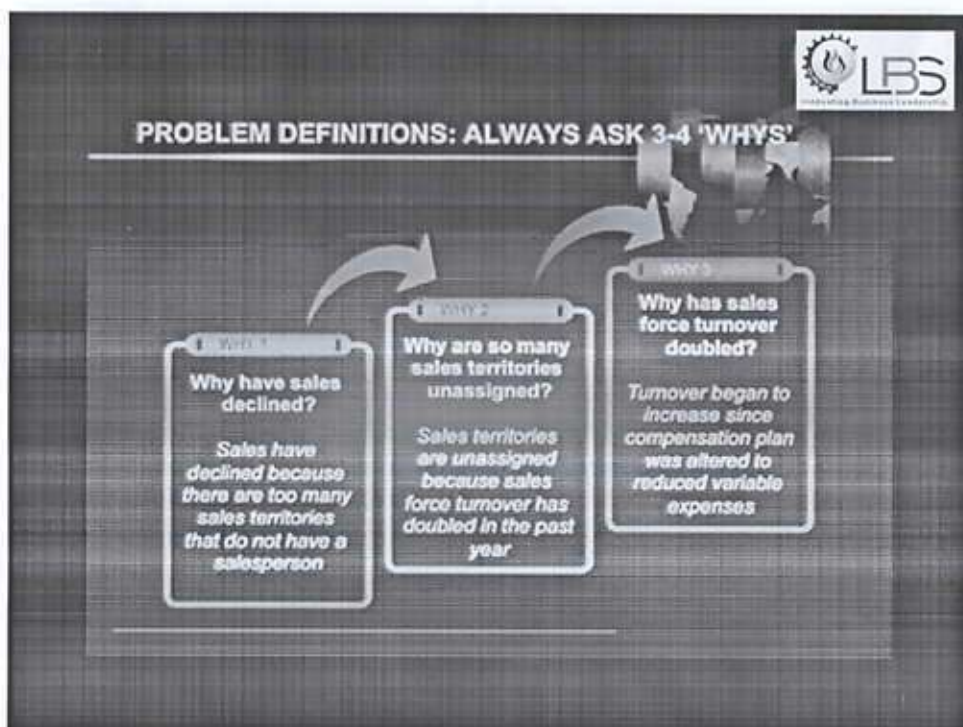
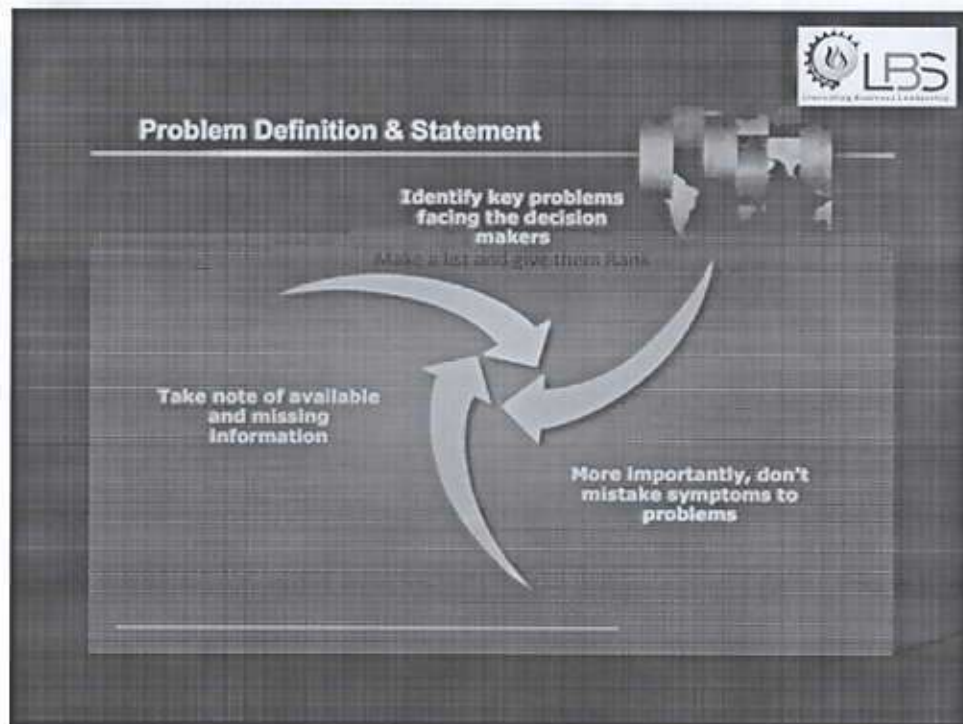
Steps for case study

1. Introduction
2. Facts of the case
3. Identification of Problem
4. Ranking of Problem
5. SWOT analysis
6. Alternative Solutions
7. Analysis of Solution
7. Best Solutions with Justification
8. Plan of action
8. Assumption
9. Conclusion
10. Answers to the questions











DEVELOP ALTERNATIVES

- Develop solutions to the key problems you identified
- Don't make a laundry list of 'things-to-do'. Anyone can do that!
- Solutions should directly hit at the problem statements.
- They should operate within the organizational constraints.



EVALUATE ALTERNATIVES & RECOMMENDATIONS

How well do the alternatives address the problem or issue as stated?

Does the organization have the ability & resources to achieve the goals?

Are the alternatives consistent with the organization's mission & strategic objectives?

If not, what additional resources should the organization allocate/procure to achieve these goals?



Family Development Program on Use of Social Media for Personal Branding



Conducted by,
Ms. Sonali Indalkar

Saturday, 28th December 2019




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. To give insight to all faculty members regarding various Social Media Marketing Tools
2. To make them understand importance of Personal Branding
3. To make them aware with strategies for Social Media Marketing

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday 28th December 2019

Time: 04.00 PM

Venue: Boardroom, LBS





Objectives:

1. To give insight to all faculty members regarding various Social Media Marketing Tools
2. To make them understand importance of Personal Branding
3. To make them aware with strategies for Social Media Marketing

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday 28th December 2019

Time: 04.00 PM

Venue: Boardroom, LBS



Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Prof.Sudhir Patil
Prof.Nilofar Sayyad
Dr.Dhananjay Deshpande
Dr. Ganesh Pathak
Prof.Pushkarni Khade
Ms.Vanashri Kulkarni
Mr.Pravin Talekar
Mr. Rajnikant Dhamal
Ms. Nutan Gholap
Ms. Trupti Rai





Family Development Program on Conflict Management



Conducted by,
Prof. Sunil Prajapati

Saturday, 4th January 2020




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. Assess Sources of a Conflict.
2. Modify your Conflict Management style appropriately.
3. Empathize with Positions of Others in Conflicts.
4. Deal with Emotions.
5. Negotiate Conflict Resolution.
6. Stimulate Appropriate Conflict.
7. Implement Procedures to manage Conflict.

Targeted Audience:

All Faculty members of Lotus Business School, Pune

Day and Date: Saturday 4th January 2020

Time: 04.30 PM

Venue: Ankuran Hall, LBS







Participants:

Name of Faculty Member
Dr.Satish Warpade
Prof.Rajesh Gade
Prof.Pranita Arbat
Prof.Devang Joshi
Prof.SudhirPatil
Prof.Nilofar Sayyad
Dr.Dhananjay Deshpande
Prof.Sonali Indalkar
Prof.Pushkarni Khade
Mr. Rushikesh Kolhe
Ms.Vanashri Kulkarni
Ms. Nutan Gholap
Mr.Pravin Talekar



Lotus Business School's Family Development Programme

"Conflict Management"



Prof. Sunil Prajapati
Assistant Professor
Lotus Business School, Pune
Date: 04th January 2020

Conflict Management

➤ What is conflict?

- Learning objective: Think about what conflict is

➤ What causes conflict?

- Learning objective: Improve understanding of the common causes and types of conflicts in and around protected areas

➤ Conflict analysis

- Learning objective: Gain a foundational knowledge of stakeholder analysis and representation, and common conflict analysis tools; and learn the basic steps of conflict management

I. WHAT IS CONFLICT?

Learning objective I: Think about what conflict is

What is Conflict?

"Conflict is a relationship between two or more parties (individuals or groups) who have, or think they have, incompatible goals and who act on the basis of those perceived incompatibilities",
Schneider et al, 2016



Schneider et al 2016, p144

What is Conflict?

- Conflict is not the same as violence – conflict is not always violent, or even immediately obvious
- Conflict often accompanies change; of course this means it occurs around conservation interventions, especially where resource access or availability is impacted



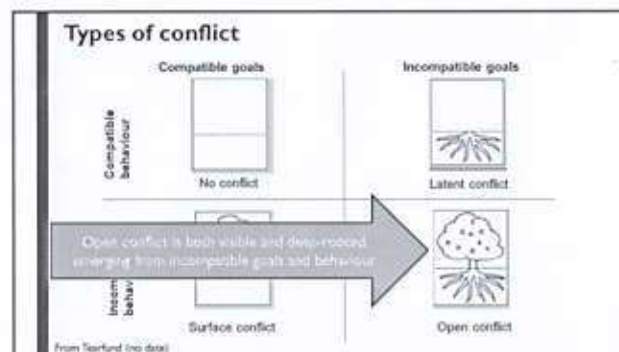
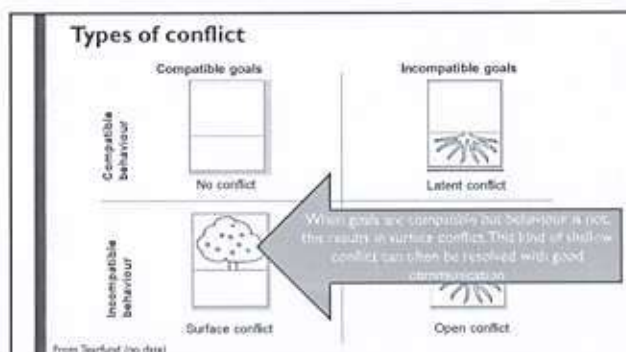
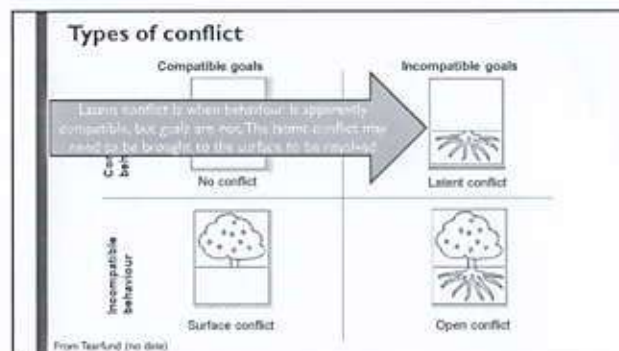
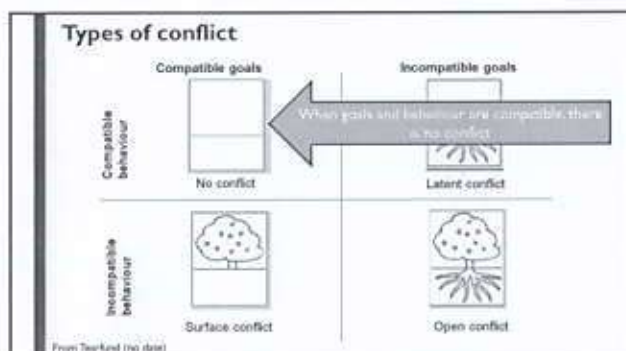
- Generally seen as negative, but this need not be the case, provided the conflict is acknowledged, understood, and transformed into a positive force for change

Types of conflict



From Tiersfund (no date)





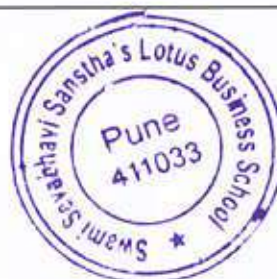
2. WHAT CAUSES CONFLICT?

Learning objective 2: Improve understanding of the common causes and types of conflicts in and around protected areas

Group exercise: What are the common causes of conflict around protected areas in Uganda?

5 minutes to brainstorm examples of conservation conflicts in Uganda

In groups, list the conflicts you have experienced on a flipchart, (keep this as you will refer to this later) and select one person from each group to share with everyone



Diverse interests and different values attached to nature...

Does this picture show...

- Haven for endangered species?
- Rain formation/climate control?
- Beautiful landscape, tourism \$?
- Timber? Fuelwood?
- Somewhere to cultivate, graze, fish?
- Employment?
- Honey, fruit, meat, medicine?
- Cultural or sacred space?
- Minerals, gas?



...can lead to competition over limited resources...

- Communities
- Conservation orgs
- Private sector
- Central government
- Local government



...which is shaped by power dynamics and actor relationships

- Imagined or actual imbalances of power
- Limited involvement of local people in PA decision-making processes
- Resource use restrictions (justified or not?)
- Heavy-handed law enforcement
- Perceptions of marginalisation of certain groups (e.g. the poor, front-line communities, ethnic minorities)



Diverse interests and different values attached to nature can lead to competition over limited resources, which is shaped by power dynamics and actor relationships

Institutional failings can contribute to conflict through:

- Poor communication – breeds mistrust
- Corruption and discrimination
- Inequitable distribution of costs and benefits of conservation
- Inadequate support (e.g. in dealing with human-wildlife conflict)
- Lack of monitoring of and reporting on activities
- Lack of presence on the ground

Conflict case study: Governance in Lake Mburo National Park

"...women and men in the communities that border LMNP are concerned that wild animals leave the park and pose a risk to their lives or the lives of their families through death or injury. Wild animals also inflict damage on crops and can kill livestock...All actors highlighted that there is no official compensation policy in Uganda, but households may receive a small payment known locally as 'compassion' at the discretion of park officials"

Franks and Bockar (2018), Governance Assessment for Protected and Conserved Areas (GAPA), p34

3. CONFLICT ANALYSIS

Learning objective 3: Gain a foundational knowledge of stakeholder analysis and representation, and common conflict analysis tools; and learn the basic steps of conflict management



Identifying the source of conflict

Thinking about what kind of conflict you are dealing with, and identifying the source(s) of the conflict, is an important first step in conflict analysis. The more information you have about the cause of the conflict, the more easily you can help to resolve it.

- What kind of conflict is it?
 - Open?
 - Latent?
 - Surface?
- What is the problem?
 - Sources and triggers?
 - Direct and underlying causes?

Group Activity: Types of Conflict

In groups, identify one example of conflict from the brainstorming exercise on Slide 13, and think about:

- What type of conflict is it? (latent, surface, open)
- What were the **sources** of conflict?
- Were there any particular **triggers** that shifted latent conflict into open conflict....
- or*
- Are there triggers that transformed surface or open conflict into no or latent conflict?

Group Activity: Types of Conflict

Possible sources of conflict might be:

- Conflicting interests or values
- Difficult relationships or behaviours (historical or new)
- Actual or perceived inequality or injustice
- Lack of clarity over rules, regulations, rights or responsibilities

Then think about stakeholder identification...

Conflict management is based on the participation of the people who are involved in the conflict – the stakeholders. You need to know who all the stakeholders are in order to analyse and manage the conflict effectively

- Remember to look out for and involve weaker, less visible or marginalized stakeholders

- Women
- The poor
- Immediate protected area neighbors
- Remote communities
- Protected area resource collectors
- Ethnic minorities
- Etc.



...and stakeholder representation

- In complex multi-stakeholder conflict with a large number of stakeholders, full participation of every single stakeholder is not practical
- In such cases, stakeholders not directly involved in conflict analysis or management need to be clear on how they will be represented in the conflict management process (e.g. at workshops)
- This will likely involve the selection of **stakeholder representatives**

Using stakeholder group representatives in conflict management processes

- Remember that any UWA involvement in facilitating selection of stakeholder representatives will have implications!
- Best scenario is if stakeholders decide this themselves
- But this is not always possible....



Using stakeholder group representatives in conflict management processes

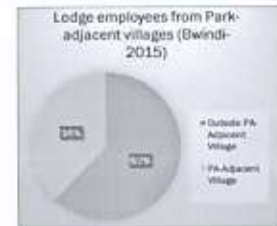
If UWA is helping in stakeholder representative selection, representatives should:

- ☐ Be recognized as legitimate by their groups
- ☐ Have authority to negotiate for their group
- ☐ Communicate clearly, frequently with group
- ☐ Be able to:
 - Talk to other stakeholders
 - Negotiate
 - Understand important information
- ☐ Operate transparently
- ☐ Have time to participate in the process

Ideally a group would have more than one representative – to add transparency, share responsibility, help remember details, maintain trust within the group, and to enable continuation of the conflict resolution process if one representative is unavailable

Case study: Perceived inequity in distribution of costs and benefits of conserving Bwindi National Park

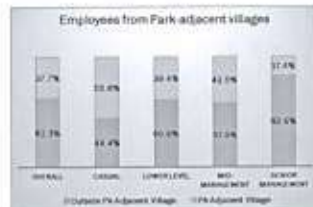
- ☐ Perceived unfair distribution of protected area benefits e.g. revenue sharing
- ☐ Perceived inequity in access to protected area benefits e.g. employment as shown on the graph



Namara 2015

Case study: Perceived inequity in distribution of costs and benefits of conserving Bwindi National Park

- ☐ Middle and senior managers mainly not from frontline villages
- ☐ 90% of employees from 5 out of 27 park adjacent parishes
- ☐ 80% of employees from frontline villages from 8 out of 100 villages



Namara 2015

Case study: Perceived inequity in distribution of costs and benefits of conserving Bwindi National Park

- ☐ Perceived unfair distribution of protected area benefits e.g. revenue sharing
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Who are the stakeholders in this (potential) conflict?

Namara 2015

Recognizing diversity and engaging multiple stakeholders

- Builds legitimacy
- Generates innovative solutions
- Enhances transparency
- Promote achievement of complementary goals
- Enhances social equity

What conflict analysis tools can we use?

Having identified your stakeholders, and thought about how they will be represented in the conflict management process, you can begin to plan how to analyse and understand the conflict

Tool	Use to...
Impacts Matrix	Select priority conflict
Feasibility Matrix	Select priority conflict
Conflict Tree	Identify causes and effects of conflict
Conflict Mapping	Identify key conflict actors and the relationships between them
PINs Analysis Table	Reveal actors' interest and needs driving conflict

Participation is key!



Selected conflict analysis tools

These are some of the tools that could be used in a conflict analysis workshop:

- ☐ Impacts matrix
- ☐ Feasibility matrix
- ☐ Conflict tree
- ☐ Conflict mapping
- ☐ PINs analysis table

This section gives an overview of each tool. Check references on slide 66 for further study

Selected conflict analysis tools

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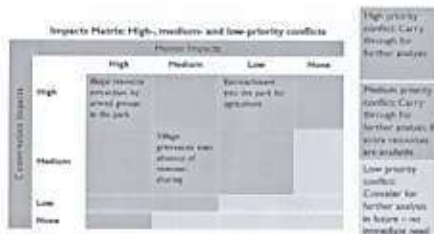
- ☐ Impacts matrix
- ☐ Feasibility matrix
- ☐ Conflict tree
- ☐ Conflict mapping
- ☐ PINs analysis table

Ideally these tools would be used as part of a participatory conflict analysis process at e.g. a workshop attended by all relevant parties!

This section gives an overview of each tool. Check references on slide 66 for further study

Identifying priority conflicts: Impacts Matrix

Good tool for identifying which instances of conflict should be prioritised, based on highest impact on both conservation and communities



Adapted from ISD 2009

How feasible is this: Feasibility Matrix

Simple tool for working out and visualizing where the best opportunity for intervention lies – if any!

Summary of prioritised conflicts, potential impact and feasibility

Impact/Potential conflict	Impact	Feasibility	Risk
Encroachment into the park for agriculture	High	High	Low risk to staff, within mandate, building on existing partnerships
Illegal resource extraction by armed groups in the park	High	Low	High risk to staff, requires too many resources, need more strategic partnerships (e.g. military, police)

ISD 2009

How feasible is this: Feasibility Matrix

These questions will help you think through whether it's feasible for UWA to become involved in a conflict:

- Does this conflict fall within UWA's remit?
- Is there any personal risk to staff or beneficiaries from intervening?
- How will local support for UWA be impacted by UWA intervening, or not intervening?
- Can key stakeholders realistically participate?
- Do we have the resources (financial, technical, human) to address this conflict?
- Are there any partnerships we have, or we can form, to help us address this conflict?

Cause and effect: Conflict Tree

- Good tool for use in workshops, to get perspectives from all stakeholders
- Simple and effective way to separate out and visualise the causes and effects of the prioritised conflict



ISD 2009



Actor relations: Conflict map

- Use a conflict map to visualise actor relations after you have identified your priority conflict and key stakeholders
- Include all key stakeholders as identified at the beginning
- Different lines show different kinds of relationships and directions of influence



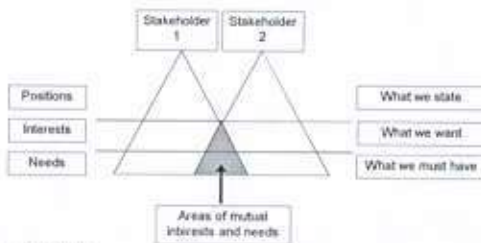
ISO 2009

Actor motivations: Positions, Interests, Needs (PINs)

Thinking in terms of Positions, Interests and Needs can help us to separate *what* people say about a conflict situation, and *why* they say it.

- Positions** are the vocalisation of a desire – the thing(s) stakeholders say they want. Underlying the position is the interest
- Interests** are the underlying motivations that inform the position. Positions are vocalised, but interests might not be. So it is important to determine what someone's interests are – you might find that they have some common ground with those that they are apparently in conflict with, and can then find flexibility in their position
- Needs** are the things that are essential for survival or satisfaction

Actor motivations: Positions, Interests, Needs (PINs)



Adapted from WHO (n.d.)

Actor motivations: Positions, Interests, Needs (PINs)

How can you complete this table to identify the PINs of these two different stakeholder groups?

Uganda Wildlife Authority	Besongiro pastoralist lobby group
Positions	Positions
Interests	Interests
Needs	Needs

Simplified from ISO 2009, p47

Actor motivations: Positions, Interests, Needs (PINs)

Uganda Wildlife Authority	Besongiro pastoralist lobby group
Positions <ul style="list-style-type: none"> PA boundaries must be respected No settlement or encroachment should be permitted within the PA 	Positions <ul style="list-style-type: none"> Besongiro are a marginalised group PA is an ancestral land and should be returned to Besongiro
Interests	Interests
Needs	Needs

Simplified from ISO 2009, p47

Actor motivations: Positions, Interests, Needs (PINs)

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Interests <ul style="list-style-type: none"> Protection of biodiversity 	Interests <ul style="list-style-type: none"> Political representation Sustainable livelihoods
Needs	Needs

Simplified from ISO 2009, p47



Actor motivations: Positions, Interests, Needs (PINs)

Uganda Wildlife Authority	Bakonjira pastoralist lobby group
Positions <ul style="list-style-type: none"> PA boundaries must be respected No settlement or encroachment should be permitted within the PA 	Positions <ul style="list-style-type: none"> Bakonjira are a marginalised group PA is on ancestral land and should be returned to Bakonjira
Interests <ul style="list-style-type: none"> Protection of biodiversity 	Interests <ul style="list-style-type: none"> Political representation Sustainable livelihoods
Needs <ul style="list-style-type: none"> Preservation of PA's ecological value Tourism income 	Needs <ul style="list-style-type: none"> Access to land Recognition and respect of identity

Simplified from IISD 2009, p47

Group reflection: PINs

How useful do you find it to distinguish between positions and interests?

To what extent do you think it would be useful to use this tool in a 'real' situation with stakeholders in a (potential) conflict situation?

Group reflection: PINs

How useful do you find it to distinguish between positions and interests?

To what extent do you think it would be useful to use this tool in a 'real' situation with stakeholders in a (potential) conflict situation?

Ideally a PINs exercise should help identify mutual interests and needs underlying the apparently conflicting positions of different groups, uncovering some 'common ground' on which to negotiate with (potential) conflict situation?

Remember, whichever tools you use in conflict analysis, understanding the conflict is only the first step. Always return to your analysis and think about how your work as a community conservation warden contributes to the issues identified – whether positively or negatively

What conservation activities are you undertaking?

Is your work:

- Addressing shared interests, fears, needs?
- Reinforcing existing capacities that positively influence the conflict?
- Filling key capacity gaps?

IISD 2009

For a conflict workshop, IISD suggest attendance from the following:

- ☐ Workshop facilitator
- ☐ Rapporteur
- ☐ UWA senior management
- ☐ UWA field staff
- ☐ Other relevant NGOs (conservation and otherwise)
- ☐ Consultants/researchers (if applicable)
- ☐ ...and communities OR their selected representatives!

IISD 2009

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IISD 2009

Ask the stakeholders who should be involved in conflict analysis and management processes!



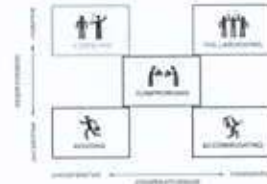
What is conflict management?

Actions, responses, processes and systems that help prevent, identify, handle and manage conflicts in sensible, fair, peaceful, meaningful and efficient/effective manner

Conflict management strategies

Which of these strategies are suitable and not suitable for you?

- 1) avoiding,
- 2) defeating,
- 3) compromising,
- 4) accommodating, and
- 5) collaborating



Conflict management: checklist of basic steps

1. Conflict analysis

- Problem and causes or sources of conflict
- Stakeholder identification
- Identification and understanding, PIN5

We have covered the components of Step 1 earlier in this section

2. Identify solutions; engage stakeholders, sensitization, awareness

- Identify solutions both disputants can support

3. Agreement

4. Execute agreement

Conflict management: Step 2 of 4 Identify solutions

Processes which can support conflict resolution include:

- **Consultation** – decision-makers meet with interested stakeholder representatives to receive views on an issue
- **Dialogue** – stakeholders are supported in direct communication with each other to achieve better understanding of each others' respective perspectives
- **Negotiation** – two or more parties have a structured dialogue about a conflict, to identify possible options for resolution together
- **Mediation** – Like negotiations, but with a dedicated third party acting as a mediator to help parties clarify the problem and identify potential resolutions

These processes can be conducted in e.g. one-off dedicated workshops, or regular committee meetings.

ISD 2009, p52

Conflict management: Step 2 of 4 Identify solutions

When identifying solutions remember these strategic considerations

1) Motivation

- Benefits/incentives
 - i. Reduced costs
 - ii. Improved livelihoods
 - iii. Removal of negative impact
 - iv. New opportunities

2) Interests and needs (think about tools for conflict analysis)

Conflict management: Step 3 of 4 Execute agreement

The agreement is where parties involved in the conflict will formalize their commitments to resolving the conflict

- The mediator should aim for parties to shake hands and agree to an alternative identified in Step 2: Identify Solutions
- The mediator then writes up a contract in which necessary actions and agreed time frames are specified for the conflicting parties
- The contract could take the form of e.g. a set of resource use agreements, or water user committee rules



Conflict management: Step 4 of 4 Execute agreement

Resources needed:

- i. Financial
- ii. Human
- iii. Logistics
- iv. Knowledge of local context
- v. Interpersonal and communication skills

Monitoring

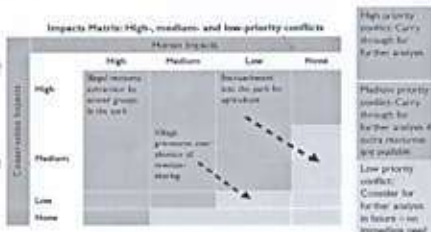
You should monitor any conflict management measures taken

*You can refer to **Module 8: Monitoring and Evaluation** for more information on monitoring conflict management activities.*

Monitoring

This is an example of a monitoring tool, based on the Impacts Matrix on Slide.

Use it to see if your interventions helped move the conflict into a lower impact area!



Key skills for conflict management by community conservation wardens

- Self-awareness: acknowledge our own biases and think about how our actions may be perceived in different contexts
- Do not ignore power imbalances between stakeholders in a conflict, and actively look for weaker/less visible stakeholders
- Use our own (usually higher!) power positively, by giving voice to weaker/less visible stakeholders
- Use your communication skills! Active listening is particularly important (see Module 2: Effective Communication)

Don't forget to think about gender in any step of conflict management – women and men experience conflict differently! See Module 5: Undertaking Gender Assessments for Conservation for more on gender assessment

“a good conflict resolution process is one in which stakeholders...have the opportunity to really understand each other's needs, develop a range of alternatives for how to address those needs, and reach a mutually agreeable solution. The emphasis is on communication” (Lewis 1996)



TO SUM UP...

- Conservation can and does contribute to conflict
- Conflict can lead to positive change
- All conservation activities should be conflict-sensitive – the tools in this training can be used to **help manage conflict at any stage**, including before conflict has emerged!

TO SUM UP...

- There **are** tools available to help us understand and manage conflict – see references for resources!
- As community conservation workers we must be **aware of our own biases and positions of power**

Don't forget!

Turn to the **Work Plan** in your training manual and think about your key learning from today, and how you might apply it in practice!

Acknowledgement

These modules were developed and administered by Mrs Eunice Duli and Mrs Agripinnah Namara

Thank you

This training is part of the project: **Implementing park action plans for community engagement to tackle IWT**, coordinated by IIED and grant funded by the UK government's **Illegal Wildlife Trade (IWT) Challenge Fund**.

The IWT Challenge Fund is for projects around the world tackling illegal wildlife trade and supports action in three areas, including developing sustainable livelihoods for communities affected by illegal wildlife trade. The views expressed are not necessarily the views of the UK government.



References

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References

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<https://ojs.ub.uni-erlangen.de/urn:nbn:de:hbz:5:1-63867-p0111-7>

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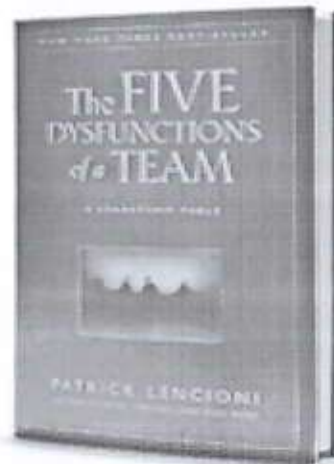




Family Development Programme

On Book review

Five dysfunctions of a team



Conducted by:

Dr. Dhananjay Deshpande




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune 411 033

Objectives:

- 1) To understand the team functions for success
- 2) To understand the fundamental causes of organizational politics and team failure
- 3) To discuss importance of trust, commitment, accountability and Organizational Commitment.

Participants:

All teaching and non teaching staff of Lotus business School

Date: - 25th January, 2020

Time: - 3.30 pm

Venue: Boardroom, LBS




Director
Swami Sevabnavi Sanstha's
Lotus Business School

Photos



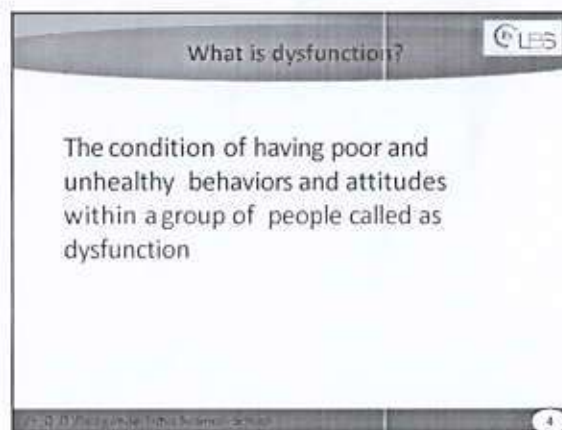
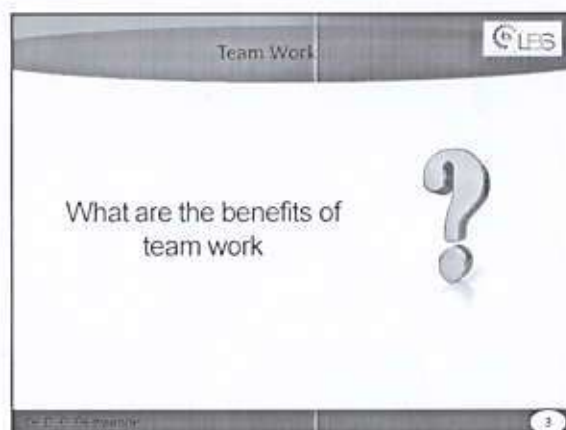
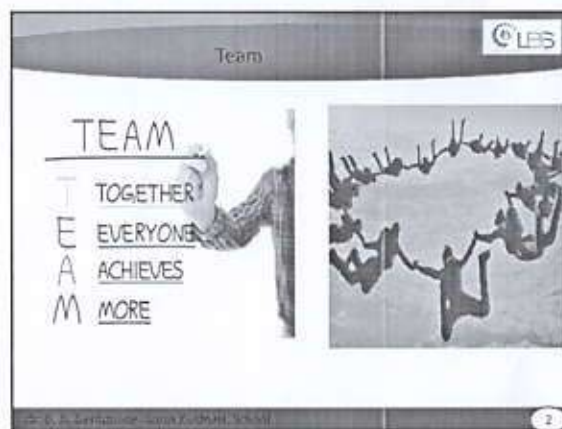
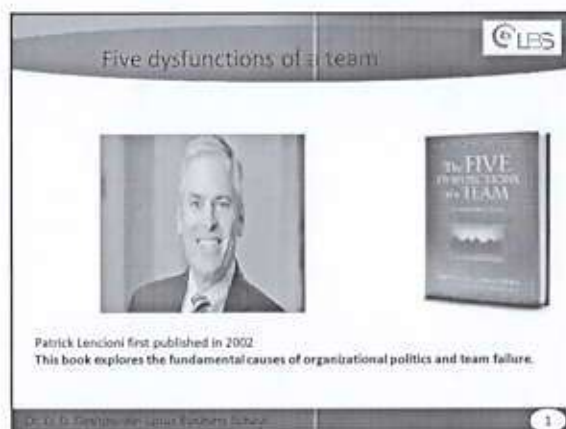
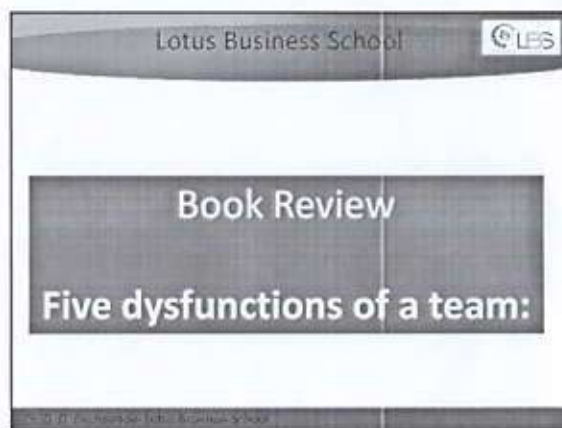
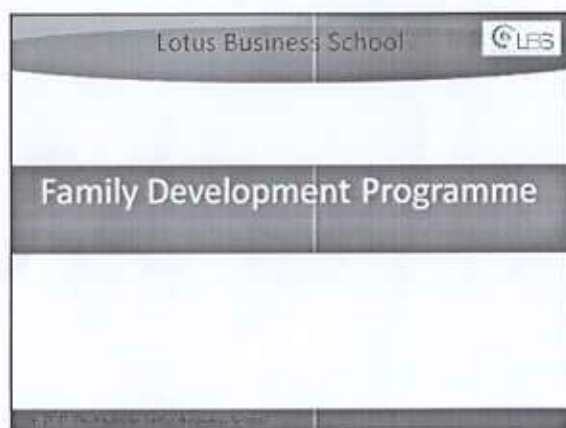
Signature
 Director
 Swami Sevabhavi Sanstha's
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Sr. No.	Name of Staff Member
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2	Prof.Devang Joshi
3	Mr.Pravin Talekar
4	Mr. Sunil Prajapati
5	Mr. Rushikesh Kolhe
6	Dr Manisha Purohit
7	Mrs. Nutan gholap
8	Mrs. Vanashri Kulkarni
9	Mr. Chandrakant thorat
10	Mr. Devang Joshi



Satish Warpade
Director
Swami Sevanavi Sanstha's
Lotus Business School
Pune - 411 033



Video

<https://www.youtube.com/watch?v=3aRitXpgCg>

Dr. D. D. Deshpande Lotus Business School

Five questions

Author suggests starting with these five questions about your team:


- 1) Do your team members openly and willingly disclose their opinions?
- 2) Are your team meetings convincing and productive?
- 3) Does your team come to decisions quickly and avoid getting bogged down (आडपळलेला) by agreement?
- 4) Do your team members confront one another about their shortcomings?
- 5) Do your team members sacrifice their own interests for the good of the team?

Dr. D. D. Deshpande Lotus Business School

Answers

If you've answered "yes" to all five, you must be one incredible manager

— great job!




If you have answered "no" to any of these questions, you likely have some work to do.

Dr. D. D. Deshpande Lotus Business School


Office hours

You spend so much more time with your dysfunctional work family — at least 40 hours a week.



Dr. D. D. Deshpande Lotus Business School

Five dysfunctions of a team



The five dysfunctions are stacked in a pyramid and are hierarchical, much like Maslow's Hierarchy of Needs.


Without building a strong foundation on the bottom, there is no achieving the higher level goals.

Dr. D. D. Deshpande Lotus Business School

Dysfunction #1: Absence of Trust

Teams with lac of trust

- Hide their weaknesses and mistakes and manage their behaviors for effect
- Hesitate to provide feedback, ask for or offer help outside their own areas of responsibility
- Jump to conclusions about others without attempting to clarify them
- Fail to recognize other's skills and experiences and hold grudges
- Avoid meetings and spending time together




Dr. D. D. Deshpande Lotus Business School



Dysfunction #1: Members of trusting teams...

- Teams that trust
 - Admit mistakes, recognize weaknesses, and ask for help, and take risks
 - Appreciate and use one another's skills and experiences
 - Accept questions and input about their areas of responsibility
 - Focus time and energy on important issues, not politics
 - Offer and accept apologies without hesitation
 - Look forward to meetings and other opportunities to work as a group



Dr. D. D. Deshpande

Leaders Role in Building Trust

- Lead by example
- Protect the team by accepting responsibility for team's mistakes
- Focus on long term success
- Quickly resolve problems
- Personal Histories
- Team Effectiveness Exercises

Dr. D. D. Deshpande

Dysfunction #1: Absence of Trust

PROBLEM: This occurs when team members are reluctant to be open to with one another and are unwilling to admit their mistakes, weaknesses, or need for help. Without a certain comfort level among team members, a foundation of trust is not possible.

SOLUTION: As the manager, set the good example by asking for help from your team members, admitting your own weaknesses and limitations, and be the first to own up to a mistake. When you take the lead, others will follow. Slowly, these habits will become culture and the team will begin to build the first unshakable brick in the pyramid — trust

Dr. D. D. Deshpande


Dysfunction #2: Fear of Conflict



Dr. D. D. Deshpande

Dysfunction #2: Fear of Conflict

What are the reasons of conflicts at work place ?



Dr. D. D. Deshpande

Dysfunction #2: Fear of Conflict


- Different Situations
 - Meetings
 - Discussions
 - Ask opinions
 - New to the organization
 - New to the situations
 - Old to organization but lack of participation
 - Fear of reactions by colleagues, Senior staff
- Conflict means disagreement or clash
 - Conflict over concepts and conflict that is personal
 - Good conflict does not include politics, insults, or personal comments
 - It does include passionate and emotional debate over ideas

Dr. D. D. Deshpande



Characteristics to look for: Teams that fear conflict...

- Have boring meetings
- Create environments where back-channel politics and personal attacks thrive
- Ignore controversial topics that are critical to team success
- Fail to tap into all opinions and perspectives of team members




<https://www.youtube.com/watch?v=gjZF0u4TWyU>

Dr. C. D. Deshpande

Characteristics to look for: Teams that engage in conflict...

- Have energetic, interesting meetings
- Extract and exploit the ideas of all team members
- Solve real problems quickly
- Minimize politics
- Put critical options on the table for discussion



Dr. C. D. Deshpande

The leader's role to overcome fear of conflict?

- Admit that it is ok to have conflict around ideas
- Analyze the root cause of conflict
- Allow conflict resolution to occur naturally
- During conflicts, remind team that it is healthy and necessary
- Ask team members to focus on ideas
- Engage in healthy conflict, when necessary, as an example

Dr. C. D. Deshpande

Dysfunction #2: Fear of Conflict

PROBLEM: Teams that lack trust are incapable of engaging in unfiltered, passionate debate about key issues, causing situations where team conflict can easily turn into veiled discussions and back channel comments. In a work setting where team members do not openly air their opinions, there is a lot of posturing and precious time is wasted, resulting in inferior decisions.

SOLUTION: Establish that conflict is welcome and purposeful. Define what healthy conflict looks like by praising healthy examples or giving corrective feedback if conflict veers towards unhealthy. You can also "mine for conflict" by opening a meeting with a bad idea to see if everyone will agree to avoid conflict, and use this as a litmus test to open up healthy discussion. Lastly, you can designate a devil's advocate in a meeting, or use pro and con lists for ideas to get people to open up to sharing a differing perspective.

Dr. C. D. Deshpande

HOW'S THE JOSH?

Dr. C. D. Deshpande

What is Commitment at work place?



WHICH STEP HAVE YOU REACHED TODAY?

Dr. C. D. Deshpande



Dysfunction #3: Lack of Commitment




Dr. D. B. Deshpande

22

A team that fails to commit...

Decision Making

- Creates ambiguity among the team about direction and priorities
- Think of opportunity close due to excessive analysis and unnecessary delay
- Breeds lack of confidence and fear of failure
- Revisits (Repeted) discussions and decisions again and again
- Encourages second-guessing among team members



yes
no
maybe

<https://www.youtube.com/watch?v=KSc9mM3Lq8>

Dr. D. B. Deshpande

23

A team that commits...

Decision Making

- Create clarity, direction, and priorities
- Align around common objectives
- Develop an ability to learn from mistakes
- Take advantage of opportunities before competitors
- Move forward without hesitation
- Change direction without hesitation or guilt



Dr. D. B. Deshpande

24

How do you overcome lack of commitment?

- Create confidence through commitment to actions
- Set clear deadlines
- Push group for closure of issues
- Stick to accepted schedules



Commitment is an act, not a word
— Jean-Paul Sartre

Dr. D. B. Deshpande

25

Dysfunction #3: Lack of Commitment


PROBLEM: Without conflict, it is difficult for team members to commit to decisions, creating an environment where ambiguity prevails. Lack of direction and commitment can make employees, particularly star employees, disgruntled.

SOLUTION: Clarity and closure are paramount to overcome this dysfunction and move to the next level. Setting clear deadlines, reviewing key decisions at the end of meetings as well as what should and shouldn't be communicated to other staff and contingency planning can help teams overcome these fears by creating clear plans and facing potential pitfalls and the fear of failure head on so everyone can commit.

Dr. D. B. Deshpande

26

Dysfunction #4: Avoidance of Accountability



<https://www.youtube.com/watch?v=9HnJyia0s>


Dr. D. B. Deshpande

27



A team that avoids accountability

- They're not clear
- They don't feel they have the authority
- They're fearful
- They're not confident
- They don't care enough
- Create bitterness among team members who have high standards of performance
- Miss deadlines and key deliverables
- Place burden on leaders to be the sole source of discipline




<https://www.researchgate.net/publication/304770000/figure/fig/1/figure-fig1/1517000000000/avoiding-accountability.jpg>

Dr. D. D. Chavhan

A team with accountability


- Ensure that poor performers feel pressure to improve
- Identify potential problems quickly by questioning approaches without hesitation
- Establish respect among team members who are held to the same high standards
- Avoid excessive bureaucracy around performance management and corrective action



Dr. D. D. Chavhan

Leaders Role in Generating Accountability

- Make Sure You Choose Just One Person
- Set Clear Expectations
- Make Sure You Communicate Accountability
- Make it Formal
- Encourage and allow team
- Serve as the ultimate mediator of discipline when the team fails



(Mai Hoo.. Na..)

Dr. D. D. Chavhan


Dysfunction #4: Avoidance of Accountability

PROBLEM: When teams don't commit to a clear plan of action, even the most focused and driven individuals hesitate to call their peers on actions and behaviors that may seem counterproductive to the overall good of the team. This allows for mediocrity, poor performers to slip by and the leader to become the sole source of discipline.

SOLUTION: If teams have come this far, they have trust and commitment, then they will know that a team member calling them out not only has the right to do so because expectations and deadlines were clear, but that it is not a personal attack. This allows team members to confront difficult issues to hold each other accountable. Clear standards, progress reviews and team rewards are also important to make sure this area stays healthy.

Dr. D. D. Chavhan


Dysfunction #5: Inattention to Results



Dr. D. D. Chavhan

A team that is not focused on results...


- Focus-Personal goals
- Inactive and fail to grow
- Rarely defeat competitors
- Lose achievement oriented employees
- Encourage team members to focus on their own careers and individual goals
- Are easily distracted



Dr. D. D. Chavhan

A team that focuses on collective results...


- Retain achievement oriented employees
- Minimize individualistic behavior
- Enjoy success and suffer failure deeply
- Benefit from individuals who less think about their own goals/ interests for the good of the team
- Avoid distractions



Dr. B. D. Deshpande

The leader role in focus on results...

- Set the tone for a focus on results
- Must be unselfish and objective
- Public declaration of results
- Results-based Rewards



Dr. B. D. Deshpande

Five dysfunctions of a team

PROBLEM: Team members naturally tend to put their own needs (ego, career development, recognition, etc.) ahead of the collective goals of the team when individuals aren't held accountable. If a team has lost sight of the need for achievement, the business ultimately suffers.

SOLUTION: When teams have a solid base of trust, healthy conflict, commitment and team accountability and are recognized within the company for performance via praise or rewards, it will be easier for team members to put their own needs aside for the sake of the team. With these solutions, teams should be able to retain top performers, handle failure with resilience and stay focused.

Dr. B. D. Deshpande

The Five Dysfunctions of a Team



- 5 — Intention to Results
Without accountability, there are no results.
- 4 — Avoidance of Accountability
Without commitment, there can be no accountability
- 3 — Lack of Commitment
Without conflict, there can be no commitment
- 2 — Fear of Conflict
Without trust, there can be no conflict.
- 1 — Absence of Trust

MAJOR SOURCES

<https://usmanconsulting.com/deep-dive-study-guide-the-five-dysfunctions-of-a-team-summary-notes-and-tips-of-additional-resources/>

<https://medium.com/taskworld-blog/fencions-5-dysfunctions-of-a-team-330d58b2cd83>

Dr. B. D. Deshpande

Thank you

Dr. B. D. Deshpande



Tools for Leaders

- **Personal History Exercise**
 - <https://www.kenworthy.edu/leadership/leadership-development/personal-history-exercise>
- **Team Effectiveness Exercises**
- **Personality/Behavioral Profiles**
 - <http://www.kenworthy.edu/leadership/leadership-development/personality-behavioral-profiles>
- **360-degree feedback**
 - <https://www.kenworthy.edu/leadership/leadership-development/360-degree-feedback>
- **Team Exercises**
 - <https://www.kenworthy.edu/leadership/leadership-development/team-exercises>
- **Development "Root Cause"**
 - <https://www.kenworthy.edu/leadership/leadership-development/development-root-cause>
- **Consistent Messaging**
 - <https://www.kenworthy.edu/leadership/leadership-development/consistent-messaging>
- **Contingency/Work-Case Scenario Analysis**
 - <https://www.kenworthy.edu/leadership/leadership-development/contingency-work-case-scenario-analysis>
- **Delegation in Low-Risk Situations**
 - <https://www.kenworthy.edu/leadership/leadership-development/delegation-in-low-risk-situations>
- **Visual management**
 - <https://www.kenworthy.edu/leadership/leadership-development/visual-management>
- **Public goals, standards, and declaration of results**
 - <https://www.kenworthy.edu/leadership/leadership-development/public-goals-standards-and-declaration-of-results>
- **Simple and regular progress reviews**
 - <https://www.kenworthy.edu/leadership/leadership-development/simple-and-regular-progress-reviews>
- **Team-based recognition**
 - <https://www.kenworthy.edu/leadership/leadership-development/team-based-recognition>



Workshop

On

“Research Methodology”

Conducted by,

Prof. Dr. Walmik Sarwade

Dean, Faculty of Commerce and Management ,

Dr. Babasaheb Ambedkar Marathawada University
, Aurangabad

10th February 2020


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the concept Research.
2. To understand the process in getting Research title Approval.
3. To understand different Research Methods.
4. To help in removing doubts about Research.

Session Details : Research Methodology

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Tuesday , 10th Feb 2020

Time: 11.00 AM

Venue: Ankuran Hall , Lotus Business School,

Outcome of the session :

The participants were happy to hear about research insights given during the session. Everyone expressed the view that session was very informative and useful .



Date: 1th February 2020

To,
Dr. Walmik Sarwade
Dean, Faculty of Commerce and Management,
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.

Subject: To Invite you as resource person for Workshop "Research Methodology"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Research Methodology" under one day Workshop to be held in our college on 10th February 2020. Time 11 am to 5 pm.

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Brief Resume



Name	Professor (Dr.) W. K. Sarwade
Present Position/ Designation	Dean , Faculty of Commerce and Management Professor , Department of Commerce Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (43100 4)
Educational Qualifications	Ph.D., M.B.A., M.Com.
Teaching/Research Experience	<ul style="list-style-type: none"> • Director Dept. of Management Science (2004-07) (2013-2015), (2016-2018) • Head, Department of Commerce (2007-09) (2016-2018) • Director, Student's Welfare (July-2011-July 2013) • Dean, Faculty of Management Sci.- (2013-2015) • Dean, Faculty of Commerce and Mgt.-(2016-2021 till date)Controller of Examinations-(2015-2016) • Director BCUD (OSD) 2017-2018
Teaching Experience in Years	31 Years
Field of Interest	General Management, Marketing, International Business,HRM
Visited Countries	U.S.A.,London,Germany, Spain,Poland, France, Brussel, Portugal, Switzerland, France,Malaysia, Singapore, China, Srilanka, Thailand, Macau, Hong-Kong,Philippines, Nepal, Bhutan, Dubai, Abu Dhabi, Sharjah
Conference attended/ Paper Presented	National- 72 International-36 State- 18
Research papers on credit	International-36 National- 72 State/Other -18
Ph.D./M.Phil.Supervised to the Researchers	Ph.D.- -37 M.Phil. -51
Life Member	
Honor/Awards	<ul style="list-style-type: none"> • Warsaw University SGGW, Faculty of Economic Science Poland, Erasmus + Programme, Key action of mobility for learners and staff higher education student and staff mobility



programme at Warsaw university of Life Sciences-20-10-2017 to 29-10-2017

- Spain, Santiago University de Compostela, Research Excellence Programme Fellowship, Europe- 10 June-09 July-2014
- Junior Research fellowship for Ph.D.(1989-1990)
- Best Research paper award, International commerce conference, University of Mumbai Dec.-2007
- Best Citizen of India Award, New Delhi- January 2011
- Phule Sahu Ambedkar, Social and educational achievement award,16 April- 2011
- Economic Times Now, Best professor in Marketing Management, Educational leadership award, Mumbai, 16 Feb.- 2013
- Best Educationalist award, International institute of education and Management, Certificate of education excellence, Disha Garden Delhi - 23 Feb.- 2013

Major/ Minor Research Projects Completed

Name of Project	Status
Critical analysis of Disinvestment policy and its impact on Socio-Economic development of SC. Caste and S. T. In Maharashtra state	•Feb.-2011 Major Research Project
• Globalization and its impact on Aurangabad industrial area	21st Jan. 2009 Completed
• Global Recession and its impact on Aurangabad Industrial area	14 April 2010 completed

• DMIC Opportunities and Challenges	Group Research Project-2017
• Importance of search engine rankings for E-Commerce and digital marketing	Group research Project Major, 2018

Books On Credit

Name of Book	Publisher
• Rural Marketing in India	Anjali Publications, Aurangabad, March 2000
Public Sector and disinvestment policy	Universal publishing house New Delhi- Dec.-2014.



• Agricultural Marketing in India	Vatsala Baliram Prakashan Kendra, Worli (Mumbai), March – 2006
Delhi Mumbai Industrial Corridor (D.M.I.C.) Opportunities and Challenges	Universal Publishing House, Ulhasnagar, Mumbai,, January-2020
Emerging trends in Commerce and Management	Pacific Publication house Daryagang New-Delhi-May-2011
• Disinvestment in Indian industries	Vatsala Baliram Prakashan Kendra, Worli (Mumbai), March – 2010 (ISBN)
• Supply Chain Management	Pear Publishing co. Daryagang New Delhi-2010 (ISBN)
• Retail Management	Pear Publishing co. Daryagang New Delhi-2010 (ISBN)
Economic Reforms and Private Insurance sector	Anshika Publishing House, Sonia Vihar Delhi-110090 November-2018
• E-Commerce text and cases	A.K. Publishers Daryaganj New Delhi April- 2010 (ISBN)
Production and Consumption pattern of Bio Fertilizer products in India	Universal Publishing House, Ulhasnagar, Mumbai,, January-2020

**International/National
Journal Editorial board
Member**

Editor	Title of the Journal
Editorial Board Member	ISSN- Journal of Management and Economics, University of defense, Brno-66210, The Czech Republic (2011)
Chief Editor	ISSN- International journal of Management and Economics, Chetan Publications Aurangabad
Editorial Board Member,	International journal of Management and Finance, Taiwan- June-2011
Editorial board member	ISSN- Journal of Agricultural



	Scientists, Hind Agri- Horticulture society, Muzaffarnagar, U.P.
Editorial board member	ISSN- Osmania Journal of international business studies- Hyderabad (2011)
Chief Editor	ISSN-Excel journal of Engineering , technology and Management (2011)



Photos of Workshop : Research Methodology





Attendance Workshop on "Research Methodology," Speaker Dr. Walmik Sarwade Date : 10/2/2020

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr. Jasmeet Chhabda	Professor
3	Dr. Manisha Purohit	Associate Professor
4	Dr. Ganesh Pathak	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Sunil Prajapati	Assistant Professor
7	Pranita Ashok Arbat	Assistant Professor
8	Pooja Somani	Assistant Professor
9	Pushkarni Khade	Assistant Professor
10	Sudhir Patil	Assistant Professor
11	Rajesh Namdev Gade	Assistant Professor
12	Anamica Bansal	Assistant Professor
13	Devang Joshi	Assistant Professor
14	Vivek Suresh Keskar	Assistant Professor



Date: 10th Feb 2020

To,
Mr. Walmik Sarwade
Dean, Faculty of Commerce and Management,
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.

Subject: Thanks for your valuable presence as a Resource Person for One Day Workshop on
"Research Methodology"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Workshop on "Research Methodology" conducted at Lotus Business School on 10th Feb 2020.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Swami Sevabhavi Sanstha (2019-20) Audit

Payment Voucher

No. : 1221

Dated : 22-Feb-2020

Particulars	Amount
Account : Travelling Expenses	4,500.00
Through : Cash	
On Account of : Being cash paid to Mr.Walmik Sarwade for FDP "Research Methodology"	
Amount (in words) : Indian Rupees Four Thousand Five Hundred Only	
	₹ 4,500.00

Receiver's Signature:

Authorised Signatory



Report of Session
on
“Understand Union Budget”



Under
Family **D**evelopment **P**rogram

Conducted By:
Mr. Charudatta Bodhankar

Date: 07/03/2020




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

1. **Objectives:**

To give insight to all staff members about the Union Budget of India.

2. **Session Details**

Description :

Union Budget of India

Target Audience :

All staff members of Lotus Business School, Pune

Conducted by :

Mr. Charudatta Bodhankar

Executive Director, Lotus Business School, Pune

Date and Time :

At 10 am on Saturday, 07th March 2020

Venue :

Ankuran, Lotus Business School, Pune

Feedback :

All staff members shared positive feedback about session.

3. **Impact/Outcome of the Session:**

The objective of this session was to give insight about the Union Budget. Yearly year salaried person waiting for budget from Income tax point of view. But session gave details about all factors that effect common man life.



4. Participants:

1. Prof. Dr. Satish Warpade
2. Dr. Manisha Purohit
3. Dr. Ganesh Pathak
4. Dr. Dhananjay Deshpande
5. Sunil Prajapati
6. Pranita Ashok Arbat
7. Rajesh Namdev Gade
8. Devang Joshi
9. Vivek Suresh Keskar
10. Nilofar Sayyad
11. Rushikesh Kolhe
12. Rajnikant Dhamal
13. Pravin Talekar
14. Vanashri Gosavi
15. Nutan Gholap





Workshop for non-teaching staff

On

“Fire Extinguisher Use and Safety during Fire”

Conducted by,

Prof. Dr. Manisha Purohit

Associate Professor,

Lotus Business School, Pune.

Date : 23/06/2018

Time : 11 am




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033.

Objectives:

1. Understand the situation of fire and take suitable actions
2. To understand importance effective communication during fire.
3. To help non-teaching Staff to identify different ways to escape in case of fire
4. To understand the use of fire extinguisher.

Session Details :

Targeted Audience:

All non-teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 23/06/2018

Time: 11.00 AM

Venue: Board room , Lotus Business School,

Outcome of Program : The participants were made aware of precautions in case of fire. The use of fire extinguisher was explained to participants.



Workshop on "Non-teaching on fire extinguisher use and Safety during fire," Speaker Prof. Manisha Purohit, Lotus Business School, Pune.

Venue : Lotus Business School ,Punawale

Date : 23/06/2018

Photo's of Event :





Attendance for Workshop on "Non-teaching on fire extinguisher use and Safety during fire," Speaker Prof. Manisha Purohit, Lotus Business School, Pune.

LIST OF PARTICIPANTS FOR THE WORKSHOP

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Navnath Tanpure
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar



Progressive Education Society's

INSTITUTE OF MANAGEMENT AND CAREER DEVELOPMENT

Sector 21, Yamuna Nagar, Modern Educational Campus, Nigdi, Pune - 411044.



State Level Seminar

on

"Competitive Advantage through Service Differentiation"

(Services Marketing)

in Association with

Savitribai Phule Pune University

(Under Quality Improvement Programme)

Certificate

This is to certify that Mk. / Mrs. / Dr. PROF. PRANITA PAERUT
of LOTUS BUSINESS SCHOOL, PUNE has participated / delivered
session in the Two days' State Level Seminar on "Competitive Advantage through
Service Differentiation" on 20th and 21st October 2018 held at P.E.S's IMCD, Nigdi,
Pune 411044.



[Signature]
Director
Swami Seva Bhavi Sanstha's
Lotus Business School
Pune - 411 033

[Signature]

Dr. Mrs. Surya Ramdas
Director, IMCD



Workshop

On

“Ethics in Research”

Conducted by

Dr. Bipin Bankar

Director

JSPM's Jaywant Institute of Management, Pune

Date : 5/02/2019

Time : 11 am


Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033



Objectives:

1. Understand the Research
2. To understand different research methods.
3. To help participants to identify necessary steps for following Ethics in research..
4. To clear doubts about research and ethics in research.
- 5.

Session Details: Workshop on "Ethics in Research"

Speaker :Dr.Bipin Bankar , Director , JSPM's Jaywant Institute of Management,Pune

Targeted Audience:

All teaching staff and students of Lotus Business School, Pune.

Day and Date: Saturday , 5/2/2019

Time: 11 .00 am

Venue: Ankuran hall , Lotus Business School,



Outcome of Program :

Participants were very interested to hear new insights for Ethics in Research.

Doubts about research and ethics in research were cleared by the speakers.

One day Workshop on "Ethics in Research" resource person Dr.Bipin Bankar Date : 5-2-2019





sincerity
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ruth
accuracy
direct
fairne
hon
believ
forthright

transparency





Attendance for Workshop : on on "Ethics in Research" resource person Dr.Bipin Bankar

Date : 5/2/2019

S.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr.Jasmet Chhabda	
3	Dr. Manisha Purohit	Associate Professor
4	Dr. Ganesh Pathak	Associate Professor
5	Dr. Dhananjay Deshpande	Assistant Professor
6	Prof. Rajesh Namdev Gade	Assistant Professor
7	Devang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Pooja Somani	Assistant Professor
12	Vivek Suresh Keskar	Assistant Professor
13	Sudhir Patil	Assistant Professor
14	Nilofar Sayyed	Assistant Professor





Faculty Development Program

On

“Power of Positive Attitudes”

Conducted by,

Dr. Bharat Kasar


Director

Camp Education Societies RMD Institute of
Management, Pune

Date : 29/05/2019

Time : 11 am




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. Understand the concept Positive thinking.
2. To understand the requirements for Positive Thinking.
3. To help teaching Staff to identify necessary actions required for positive thinking.
4. To help in removing doubts about positive thinking

Session Details : FDP on " Power of Positive Thoughts"

Speaker : Dr.Bharat Kasar ,Director ,RMD Institute of Management,Pune

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Wednesday , 29/05/2019

Time: 11.00 AM

Venue: Boardroom , Lotus Business School, Punawale, Pune.

Outcome of Program :

Participants understood the concept Postive Thinking and its importance in our life.



FDP on "Power of Positive Thinking," Speaker Dr.Bharat Kasar, Director,Camp Education Societies RMD Institute of Management ,Pune

Venue : Lotus Business School ,Punawale

Date : 29/05/2019







Attendance for Workshop on "Power of Positive Thinking," Speaker Dr.Bharat Kasar, Director,
RMD Institute of Management, Pune. Date : 29/5/2019

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr.Jasmet Chahada	Professor
3	Dr.Manisha Purohit	Associate Professor
4	Dr.Manjusha Kadam	Associate Professor
5	Dusi Surya Prakash	Assistant Professor
6	Harshada Samudre	Assistant Professor
7	Anuja Ashtawale	Assistant Professor
8	Anamica Bansal	Assistant Professor
7	Defang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Pranita Ashok Arbat	Assistant Professor
12	Pooja Somani	Assistant Professor
13	Bhushan Datar	Assistant Professor
14	Pushkarni Khade	Assistant Professor
15	Sudhir Patil	Assistant Professor



Date: 29th May 2019

To,
Dr. Bharat Kasar,
Director,
Camp Education Societies RMD Institute of Management, Pune

Subject: Thanks for your valuable presence as a Resource Person for One Day FDP on "Power of Positive Attitudes"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day FDP on "Power of Positive Attitudes" conducted at Lotus Business School on 29th May 2019.

Sharing of experiences and guidance from a person of repute like you has really benefited all the participants.

We hope that you would continue your support and association with us in our future endeavors.

Thanking you,

Regards,


Dr. Satish Warpade
Director
Lotus Business School, Pune





Workshop

On

“Use of Excel in Research”

Conducted by,

Dr. Bharat Kasar

Director

Camp Education Societies RMD Institute of
Management, Pune

Date : 5/08/2017

Time : 11 am




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Date: 24th July 2017

To,
Dr. Bharat Kasar,
Director,
Camp Education Societies RMD Institute of Management, Pune

Subject: To Invite you as resource person for Workshop on "Use of Excel in Research"

Respected Sir,

As per our telephonic discussion and your confirmation, It gives us immense pleasure to invite you as a resource person to conduct Workshop on "Use of Excel in Research" under one day FDP to be held in our college on 5th August 2017 , Time 11 am -4 pm

We look forward to welcome you in Lotus Business School and eager to listen to your valuable thoughts. It would be certainly thrilled and excited to hear your thoughts.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Objectives:

1. Understand the Excel functions.
2. To understand the requirements for using Excel in Research.
3. To help teaching Staff to identify necessary actions required to use Excel in research.
4. To help in removing doubts about research.

Session Details : Workshop on “ Use of Excel in Research”

Speaker : Dr.Bharat Kasar ,Director ,RMD Institute of Management,Pune

Targeted Audience:

All teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 5/08/2017

Time: 11.00 AM

Venue: Boardroom , Lotus Business School, Punawale, Pune.

Outcome of Program :

Participants understood the use of Excel in Research.



FDP on "Use of Excel in Research," Speaker Dr.Bharat Kasar, Director,Camp Education Societies RMD Institute of Management ,Pune

Venue : Lotus Business School ,Punawale

Date : 05/08/2017







Attendance for Workshop on "Use of Excel in Research," Speaker Dr.Bharat Kasar, Director, RMD Institute of Management, Pune. Date : 5/8/2017

Sr.No	Faculty Name	Designation
1	Prof. Dr. Satish Warpade	Director
2	Dr.Jasmet Chahada	Professor
3	Dr.Manisha Purohit	Associate Professor
4	Dr.Manjusha Kadam	Associate Professor
5	Dusi Surya Prakash	Assistant Professor
6	Harshada Samudre	Assistant Professor
7	Anuja Ashtawale	Assistant Professor
8	Anamica Bansal	Assistant Professor
7	Defang Joshi	Assistant Professor
8	Pranita Ashok Arbat	Assistant Professor
9	Sunil Prajapati	Assistant Professor
10	Pushkarni Khade	Assistant Professor
11	Pranita Ashok Arbat	Assistant Professor
12	Pooja Somani	Assistant Professor
13	Bhushan Datar	Assistant Professor
14	Pushkarni Khade	Assistant Professor
15	Sudhir Patil	Assistant Professor



Date: 5th August 2017

To,
Dr. Bharat Kasar,
Director,
Camp Education Societies RMD Institute of Management, Pune

Subject: Thanks for your valuable presence as a Resource Person for One Day Workshop on
"Use of Excel in Research"

Respected Sir,

We would like to thank you for your contribution as a Resource Person for One Day Workshop
on "Use of Excel in Research" conducted at Lotus Business School on 5th August 2017.

Sharing of experiences and guidance from a person of repute like you has really benefited all
the participants.

We hope that you would continue your support and association with us in our future
endeavors.

Thanking you,

Regards,



Dr. Satish Warpade
Director
Lotus Business School, Pune



Lotus Business School

📍 Near Sai Expressway Petrol Pump, Mumbai Pune Expressway, Punawale, Pune 411 033.

☎ +91 20 6529 1082 ✉ info@lotuscentre.ac.in 🌐 www.lotuscentre.ac.in





Workshop for non-teaching staff

On

“Team Work - Effective Work”

Conducted by,

Prof. Dr. Manisha Purohit


Associate Professor,

Lotus Business School, Pune.

Date : 19/7/2017

Time : 11 am




Director
Swami Sevabnavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. Understand the term Team
2. To understand importance effective team building.
3. To help non-teaching Staff to identify different ways to increase team spirit.
4. To understand the use team work for better relations in organization.

Session Details :

Targeted Audience:

All non-teaching staff of Lotus Business School, Pune

Day and Date: Saturday , 19/7/2017

Time: 11.00 AM

Venue: Board room , Lotus Business School,

Outcome of Program : The participants were made aware of team , team work and effective team work concept with examples.



Workshop for Non-teaching on "Team work Effective work," Speaker Prof. Dr. Manisha Purohit, Lotus Business School, Pune.

Venue : Lotus Business School ,Punawale

Date : 19/7/2017

Photo's of Event :







Attendance for Workshop Non-teaching on "Team work effective work," Speaker Prof.Dr. Manisha Purohit, Lotus Business School, Pune.

LIST OF PARTICIPANTS FOR THE WORKSHOP

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Mrs.Sonali Indalkar
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar
12	Dr.Dhananjay Deshpande
13	Pandhari Dhone
14	Brinda Bhargava
15	Amod Bhatt





Workshop for non-teaching staff

On

“Effective Housekeeping”

Conducted by,

Prof. Dr. Manisha Purohit

Associate Professor,

Lotus Business School, Pune.

Date : 23/01/2018

Time : 11 am




Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 033

Objectives:

1. Understand the term Housekeeping
2. To understand importance effective housekeeping.
3. To help non-teaching Staff to identify different ways to increase the effectiveness of housekeeping
4. To understand the use

Session Details : Prof.Dr.Manisha Purohit

Targeted Audience:

All non-teaching staff of Lotus Business School, Pune

Day and Date: Tuesday , 23/01/2018

Time: 3.00 PM

Venue: Board room , Lotus Business School,

Outcome of Program : The participants were made aware of term housekeeping and effective housekeeping.





Workshop for Non-teaching on "Effective Housekeeping," Speaker Prof. Dr. Manisha Purohit, Lotus Business School, Pune.

Venue : Lotus Business School , Punawale

Date : 23/01/2018

Photo's of Event :



Attendance for Workshop Non-teaching on "Effective Housekeeping," Speaker Prof.Dr. Manisha Purohit, Lotus Business School, Pune. Date : 23/1/2018

LIST OF PARTICIPANTS FOR THE WORKSHOP

Sr.No	Name
1.	Rushikesh Kolhe
2	Ranikant Dhamal
3	Pravin Talekar
4	Ramkishor Yadav
5	Shyam Puyed
6	Mrs.Sonali Indalkar
7	Mrs.Sushma Dhainje
8	Mrs.Madakini Shinde
9.	Mrs.Vanashree Gosavi
10	Mrs.Nutan Gholap
11	Mrs.Sonali Indalkar

