



Family Development Program

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Family Development Programme

on

NETWORKING: Building Corporate Relationships



Conducted by,

Tushar Pokharnikar

on

2nd June 2022


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



Objectives:

1. To understand the importance of networking for building corporate relationships

Targeted Audience:

Faculty members, LOTUS Business School

Day and Date: 2nd June 2022

Time: 10.30 AM

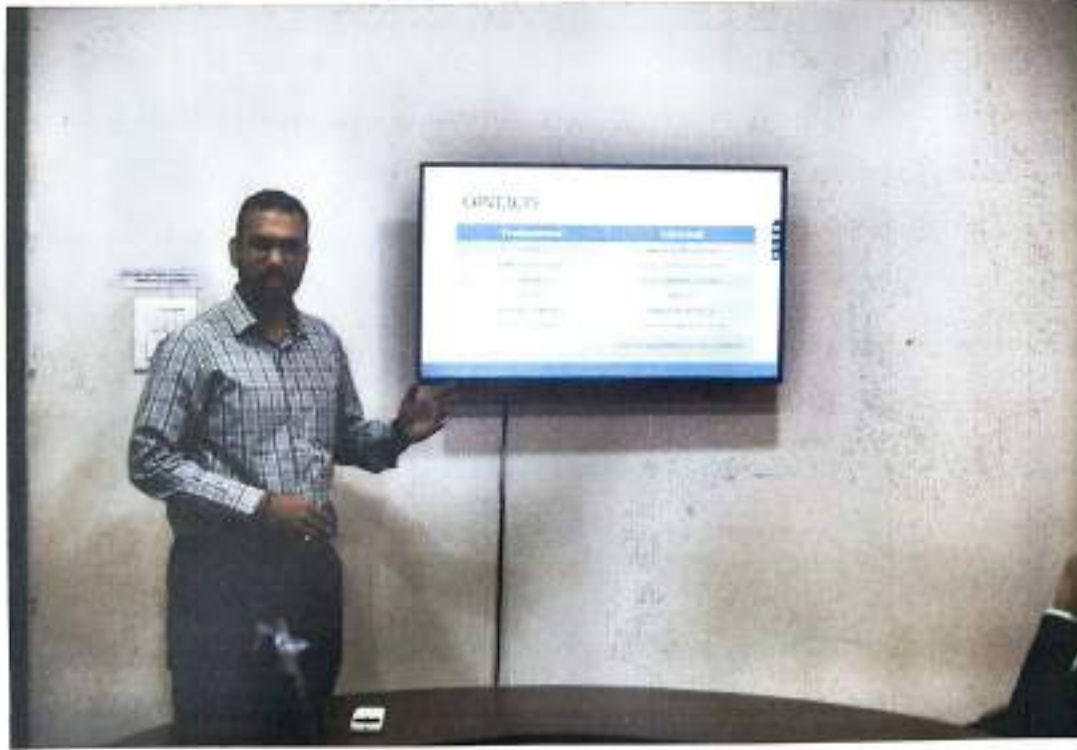
Venue: LBS, Boardroom

Networking is the exchange of information and ideas among people with a common profession or special interest, usually in an informal social setting. Networking often begins with a single point of common ground.

Professionals use networking to expand their circles of acquaintances, find out about job opportunities in their fields, and increase their awareness of news and trends in their fields or the greater world.

Networking is the process of establishing a mutually beneficial relationship with other people. Networking is a term that refers to meeting other networks gives you a pool of experts that range from competitors to clients, and allows you to offer something to them; hopefully in exchange for their services, advice, knowledge, or contacts. Networking is ideal for expanding your knowledge by taking advantage of the viewpoints and prior experience of others.





Participants:

Sr. No	Name of Faculty Member	Designation
1	Dr.Satish Warpade	Director
2	Dr Ganesh Pathak	Associate Professor
3	Dr Manisha Purohit	Associate Professor
4	Dr Rajesh Gade	Assistant Professor
5	Ms Pranita Arbat	Assistant Professor
6	Dr.Dhananjay Deshpande	Assistant Professor
7	Mr Sudarshan Babar	Assistant Professor
8	Ms Vanashri Kulkarni	Assistant Professor
9	Ms Drishti Kaj	Assistant Professor
10	Ms Prajakta Gajare	Assistant Professor
11	Mr Pravin Talekar	Librarian
12	Mr.Devang Joshi	Assistant Professor
13	Sunil Prajapati	Assistant Professor
14	Rushikesh Kolhe	Admin head
15	Nutan Gholap	Admin (student Section)



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





*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 - 411 039



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





Family **D**evelopment **P**rogram
on
Know Your Car?



Conducted by,
Mr. Navnath Tanpure

19 March 2022




Director
Swami Sevabnavi 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





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 onexelf.*
- *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 Bevatnaxi Sanstha's
Lulus Business School
Pune - 411 033





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





[Signature]
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.		

[Signature]
 Director
 Swami Sevabnavi Sanshodhan
 Lotus Business School
 Pune - 411 033



- 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

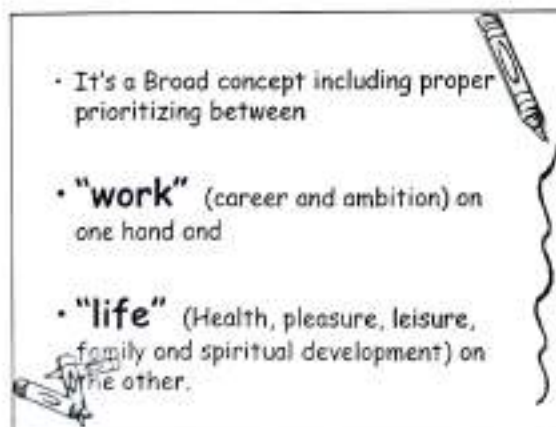
Once you are done answering the quiz, count the number of 'Agrees' you get

- 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!

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



7/2/2022



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



7/8/2022

- 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%) come 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




S. S. S.
 Swami Sevabnavi Sanshodhan
 Lotus Business School
 Pune - 411 037





7/2/2022


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 drifting 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



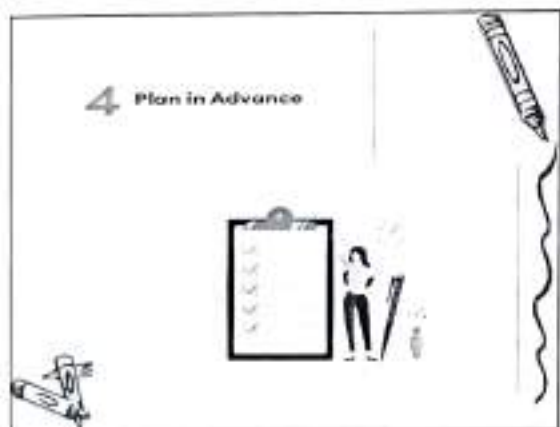
1 Identify Your Goals

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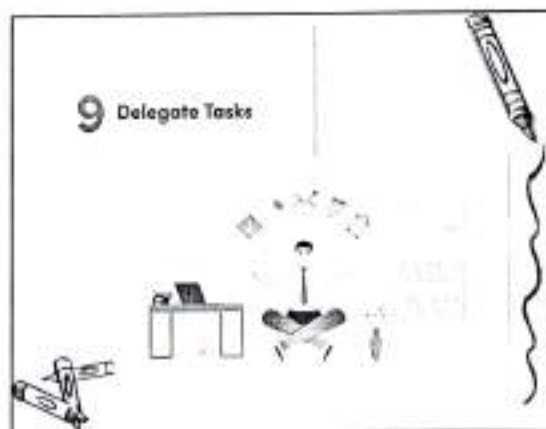
7/8/2022



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



7/8/2022



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





Achieving Work Life Balance

❖ Purpose:

- To focus on how to successfully combine work, family relationships and leisure time into a satisfying life.

❖ Approach:

- To create a skill set that enhances the ability to evaluate priorities, focus on the big picture and use long range planning.
- Use prioritizing and organizational skills to make sense out of conflicting demands.

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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]
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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

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



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.		<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 - 03
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.	✓	X
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. ✓



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 - 04
Disagree - 11

- 10 I feel relaxed and comfortable only when I reach home.
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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. ✓
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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 - 01
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.
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- 15 I am often guilty of not giving time to everything I would like.





Prithvi Raj
44

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.
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- 12 My family often complains about the time I spend at work.
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- 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.		✓

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. ✓
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- 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
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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"/>	<input checked="" type="checkbox"/>

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. | ✓ |



Work-Life Balance Quiz

Pravin Tolkar

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.		
9	I have enough time for myself every day or every week.	<input checked="" 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

Sudashan Babar

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 - 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

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.	✓	
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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.
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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.		<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"/>
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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 - 07
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. ✓

Quiz Scorecard

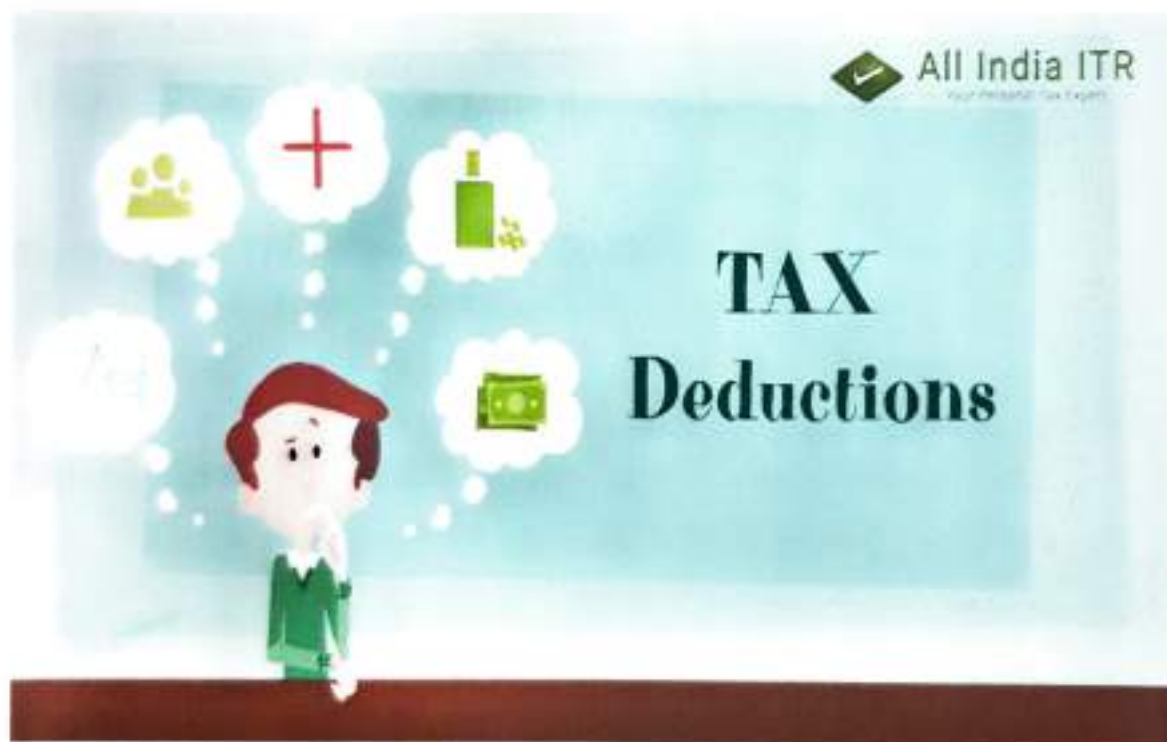
Once you are done answering the quiz, count the number of 'Agrees' you get

—

- **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!



Family Development Program on "INDIVIDUAL TAX PLANNING"



Conducted by,
RUSHIKESH KOLHE

Thursday, 15 FEB 2022



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

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: XXXXXXXXXX

Birth date: 1-Oct-94
Age: 37

Gross Annual Income/Salary (with all allowances): 1,000,000
Less: Allowances exempt u/s 10 (for Service Period): 0
FY HRA exemption: 0
City of Residence: Mumbai
Basic Salary (Basic+DA): 0
Rent Paid: 0
HRA received: 0
FY Standard Deduction for Salaried & Pensioners (Rs 50,000) Budget 2019: 50,000
FY Any Other Exempted Receipts/allowances: 0
FY Professional Tax: 2,500
Income under the head salaries: 1,000,000
Add: Any other income from other sources: 0
1. Interest received from following Investments:
a. Bank / Saving / FD / Recd: 0
b. NSC (accrued Recd): 0
c. Post Office MIS (5 yrs): 0
d. Short / Long Duration Deposits (if any): 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
3. Any Other Income: 0
Less: Exemption on Home Loan Interest (Sec 24): 0
Loan from house property (Section 24): 0
Additional tax exemption for First Time Home Buyers (Budget 2016): 0
Interest paid on Home Improvement Loan (max 30,000): 0
Gross Total Income: 1,000,000
Less: Deduction under Sec 80C (Max Rs. 1,50,000/-): 1,50,000
A. EPF & VPF Contribution: 41,300
B. Public Provident Fund (PPF): 0
C. Senior Citizen's Saving Scheme (SCSS): 0
D. NSC Investment + accrued interest before Maturity Year: 0
E. Tax Saving Fixed Deposit (5 Years and above): 0
F. Tax Savings Bonds: 0
G. ELSS (Tax Saving Mutual Fund): 0
H. Life Insurance Premiums: 60,700
I. New Pension Scheme (NPS) (upto 80000): 0
J. Pension Plan from Insurance Companies/Mutual Funds (upto 80000): 0
K. 40 CCD Central Govt. Employees Pension Plan (upto 80000): 0
L. Housing Loan (Principal Repayment): 60,700
M. Sukanya Samriddhi Account: 0
N. Stamp Duty & Registration Charges: 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.



Income Tax Calculator for FY 2021-22 (AY 2022-23)
www.ApnaPlan.com

For any Queries write to: apnapan@gmail.com

Always Save 8000 Account

Read more about Tax benefit on NPS

Click Here in case of any doubt on Education Loan Tax Exemption

Click Here to know about NPS Tax exemption u/s 80CCD(1), 80CCD(2) & 80CCD(1B)

80EEA - New Tax Exemption on Home Loan for Purchase of Affordable House

80EEB - New Tax Exemption on Auto Loan for Purchase of Electric Vehicles

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

H. Stamp Duty & Registration Charges	0
I. Tollen Fee for 2 children	0
Less: Additional Deduction under Sec 80CCD NPS (Max Rs 50,000)	50,000
Less: Deduction under chapter VI A	30,813
A. 80 D Medical Insurance premiums (for Self)	0
B. 80 D Medical Insurance premiums (for Parents)	0
C. 80 E Fee Paid on Education Loan	0
D. 80 DD Medical Treatment of handicapped Dependent	0
E. 80DD Expenditure on Selected Medical Treatment for self dependent	0
F. 80G - 80GGA, 80GGC Donation to approved funds	0
G. 80GG Fee Paid in case of NO HRA Component (ruler)	0
H. 80J Fee Physically Disabled Access	0
I. 80TTA (Rs 10,000 for Senior Citizens & Rs 10,000 for others) (Budget 2019)	0
Less: Deduction under Sec 80CCD(2) NPS (Employer Contribution)	0
Less: Deduction under Sec 80EEA (Interest on Home Loan for Affordable Home) (Budget 2019)	0
Less: Deduction under Sec 80EEB (Interest on Auto Loan for Electric Vehicle) (Budget 2019)	0
Total Income	819,725
Tax Rebate of Rs. 12,500 (For income of less than 5 lakhs) (Budget 2019)	0
Total Tax Payable	38,445
Tax Surcharge @ 10%/15%/25%/37% (Income more than 50 Lakhs/1 cr/2 cr/5 cr or respectively) (Budget 2019)	0
Add: Edn Case + Health Case @ 4%	5,118
Net Tax Payable	81,583
Advance Tax Paid	0
Tax Remaining to be Paid	81,583
Tax to Total Income Ratio	8%

Income Tax Calculator for FY 2021-22 (AY 2022-23)
www.ApnaPlan.com

For any Queries write to: apnapan@gmail.com

Want to Save more taxes?
Click Here to Download a sample presentation on Tax

All about Reduced Tax Slabs under new Tax Regime
Click for Details

Total Income	819,725
Tax Rebate of Rs. 12,500 (For income of less than 5 lakhs) (Budget 2019)	0
Total Tax Payable	38,445
Tax Surcharge @ 10%/15%/25%/37% (Income more than 50 Lakhs/1 cr/2 cr/5 cr or respectively) (Budget 2019)	0
Add: Edn Case + Health Case @ 4%	5,118
Net Tax Payable	81,583
Advance Tax Paid	0
Tax Remaining to be Paid	81,583
Tax to Total Income Ratio	8%

Calculating Income Tax with Lower Tax Slab under new Regime

Gross Annual Income/Salary (with all allowances)	1,000,000
Income from Other Sources	0
Less: Deduction under Sec 80CCD(1) NPS (Employer Contribution)	0
Total Income	1,000,000
Tax Rebate of Rs. 12,500 (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/5 cr or respectively) (Budget 2019)	0
Add: Edn Case + Health Case @ 4%	3,600
Net Tax Payable	94,600





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 Development Program

On

Public Speaking & Presentation Skills



Conducted By- Prof. Pranita Arbat




Director
Swami Sevabnavi 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

A. V. Vaidya Group
Executive 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 needs of the listeners.

Public Speaking

Public Speaking
The process of speaking in a group of people in a structured manner and having a positive impact on the audience.



Three Elements of Great Presentation

Content

Design

Delivery



Steps in Preparing Content



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.



71

Gathering Subject 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



Managing Your Voice

- Try to sound natural, so your rhythm and tone is appropriate to the message you are delivering
- Develop these 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 better by changes in your intonation.

Managing Your Voice

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 rehearse your presentation through, act it out, in front of friends, or family. Time each section of your presentation and develop a schedule.
- **Remember the first two minutes** of your presentation, so you know on through the time when the audience are most active.

In the hours before presentation

- **Think positive thought** - visualize yourself feeling at ease with the audience
- **Use affirmations** (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:

- **Confront it.** Involve 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:

- **Nonstop 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 Daily Banking Operating



Conducted by,
Mr. Sachin Bagave



Sachin Bagave
Director
Swami Savabnavi 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





FAMILY DEVELOPMENT PROGRAM

On

Importance of Insurance



Conducted by,
Prof. Rajesh Gade

Saturday, 27th Nov 2021



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 higher 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.
- Most 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 diseases 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 their 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 dire socio-economic 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 term 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 policyholder's death within the policy period.
- Health Insurance**
This is purchased for covering medical expenses resulting from 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 facilities across network hospitals of the insurer.





Family Development Program On

“READ 2 RISE”

7 HABITS OF HIGHLY EFFECTIVE READERS



Conducted By

Pravin Talekar

Date: 12/10/2021


Director
Swami Sevanovi 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

Use of IOT to Track Daily Health Routine



Conducted By- Prof. Prajakta Gajare




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

Objectives-

- To give all faculties insight about how IoT applications are transforming our daily life.
- To give information about the health tracking devices that helps us to monitor our health on daily basis.

Targeted Audience-

All teaching and non teaching staff of Lotus Business School.

Venue-

- Boardroom ,LBS




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

Participants-

Dr. Satish Warpade

Dr. Ganesh Pathak

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




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



h. Desai
Director
Swami Sevabhavi Sanstha's
Lotus Business School
Pune - 411 032



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

Lotus Business School, Family Development Program
Use of IOT to track daily Health Routine



• Presented By- Prof. Prajakta Gajare

What is the Internet of Things (IoT)?

The term IoT refers to the ordinary items that also connect with the internet that allows us to operate the "thing" of our smartphone or computer or to receive data on it.



Examples

- Smart toothbrush
- Health Monitoring Devices
- Smart Shoes
- CGM Devices
- Smart Watches



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



Family Development Program on Personal Financial Planning



Conducted by,
Dr. Anil Poman
Friday, 23/07/2021



[Signature]
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




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



Delivering session on Personal Financial Planning



Delivering session on Personal Financial Planning



Director
Swami Sevashram 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



[Signature]
 Dr. [Name]
 Swami Sevashrami Sanstha's
 Lotus Business School
 Pune - 411 007



Personal Financial Planning

by Dr Anil Puri

Lotus Business School

Sr.No	Name of Member	Age		
1	Suresh Suresh Indrak	27		
2	Nitya Puri	28		
3	Pooja K. K. K.	28		
4	Dr. S. S. S.	34		
5	Dr. S. S. S.	34		
6	Dr. S. S. S.	35		
7	Dr. S. S. S.	35		
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100	Dr. S. S. S.	35		

Minimum Age 27

Maximum Age 54

Average Age 39



Signature
Director
Lotus Business School
Date: 11/11/2022

100



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

Swami
Director

Swami Sevabhrant Saristha's
Lotus Business School
Pune - 411 032

How much to Save!!!!

50/30/20 RULE



50 : 30 : 20			Early stage of life
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	



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

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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 Equipement, Medical Expenses etc Long Term- Child's Education & Marriage, Retirement, Medical Expenses	6,000

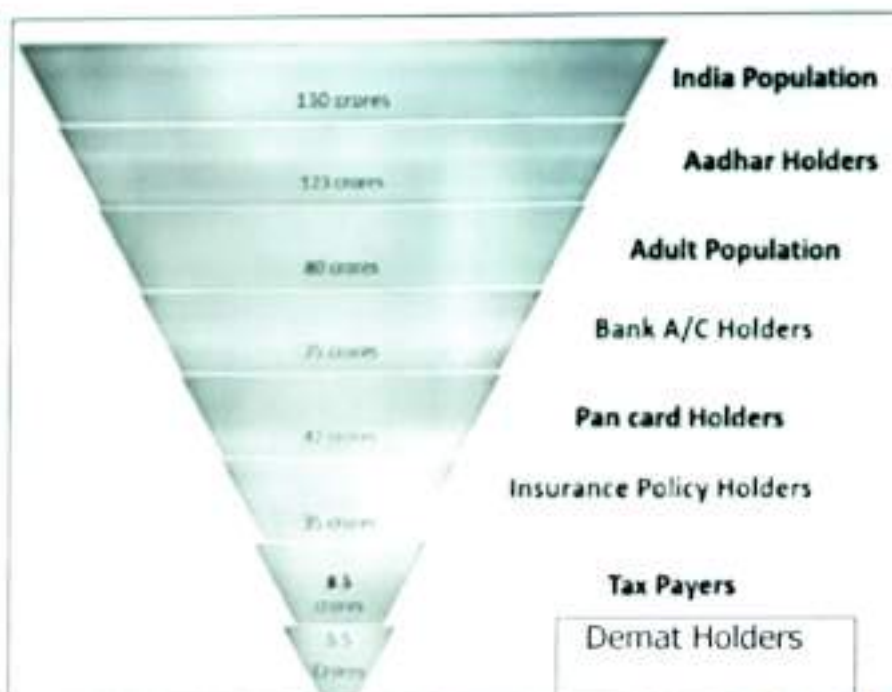


In earlier day who used to
save money called as
Miser/Frugal

[Signature]
Suman Savitri Sanghvi
Entrepreneurship
Date: 07/09/2022

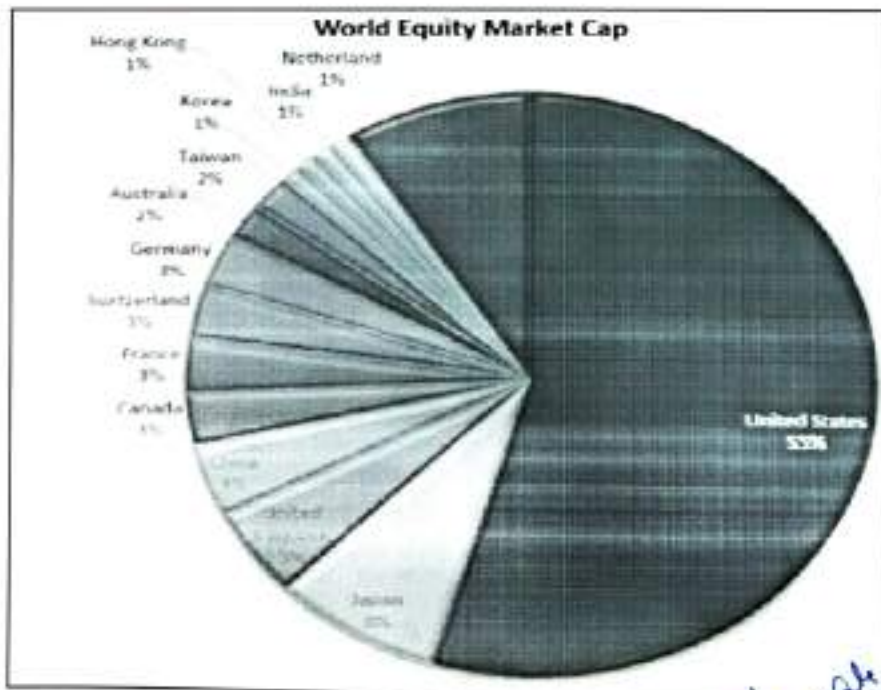


Smart Investor

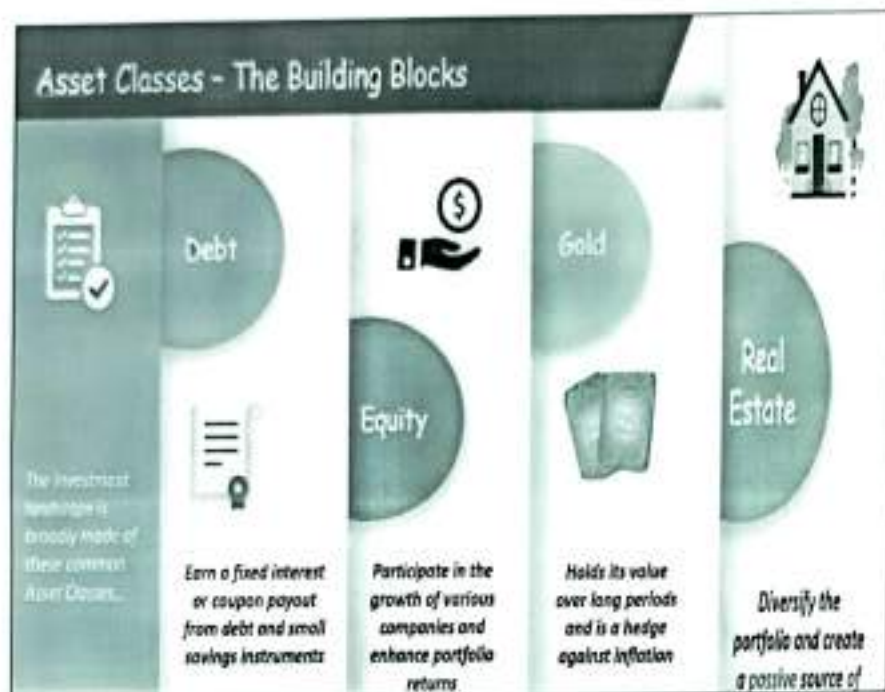


Suzanne Spurninavi Sanghavi
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FOMO & TINA



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



Swami Sanyal Sanjay
Laxmi Business Systems
Pune - 411 007



Swami Sanyal Sanjay
Laxmi Business Systems
Pune - 411 007



Interest rates on post office savings schemes

Instrument	Forecast 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	6.2	Quarterly
2 year Recurring Deposit	5.0	Quarterly
5 year Recurring Deposit	5.8	Quarterly
5 year Senior Citizen Savings Scheme	7.4	Quarterly and Paid
5 year Monthly Income Account	6.6	Monthly and Paid
Senior National Savings Certificate	6.0	Annually
Public Provident Fund	7.4	Annually
Kisan Vikas Patra	6.9 (will mature in 124 months)	Annually
Sukanya Samriddhi Yojana	7.6	Annually

Source: Finance Ministry circular



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



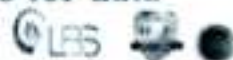
DATA MANAGEMENT

- 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.

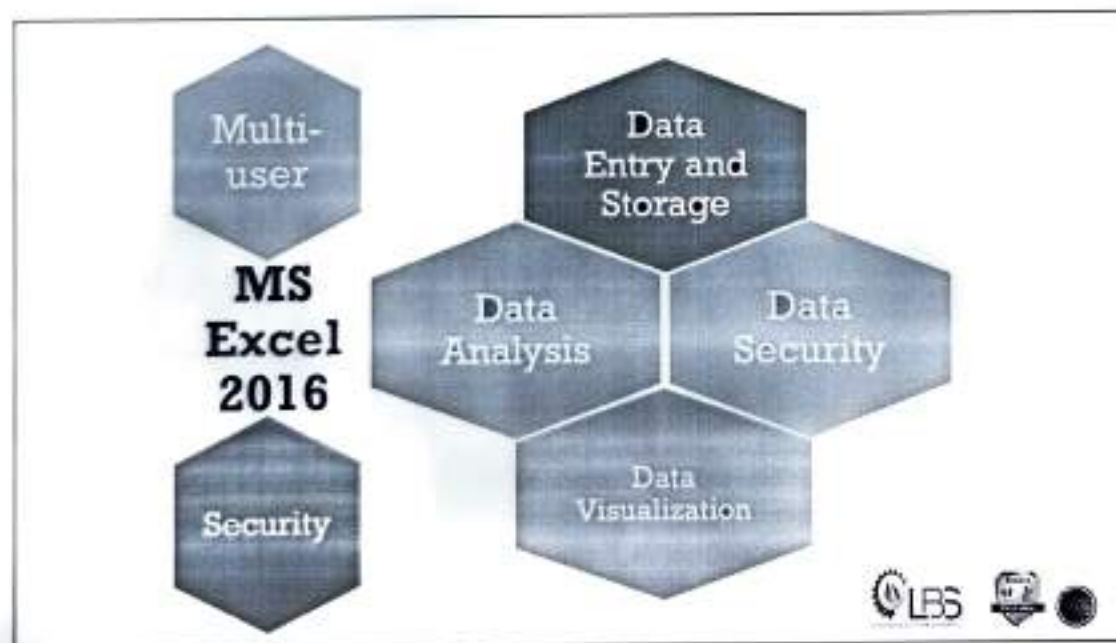


TYPES OF DATA MANAGEMENT

- **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.



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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





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 Sevabhai Sanstha's
Lotus Business School
Pune - 411 037



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



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



Conducted by,
Mr. Rajnikant Dhamal

Thursday, 21st October 2020




Director
Swami Sevabnavi Sanstha
Lotus Business School
Pune - 411 033

Objectives:

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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:

124

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
"Understand Union Budget"



Under

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

Conducted By:
Mr. Charudatta Bodhankar

Date: 07/03/2020




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

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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





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
Pune

Photos



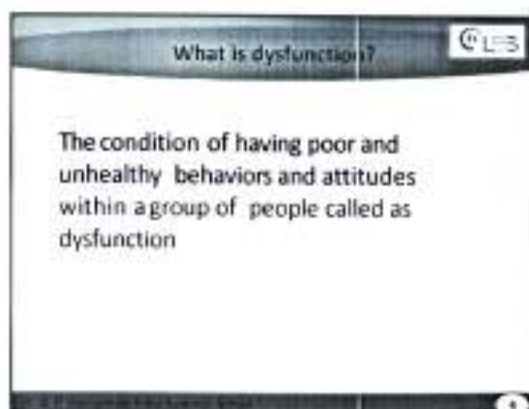
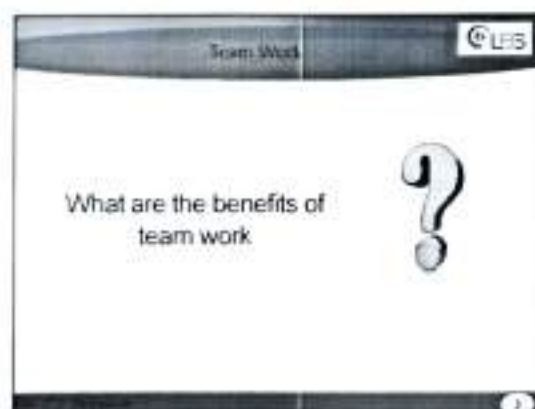
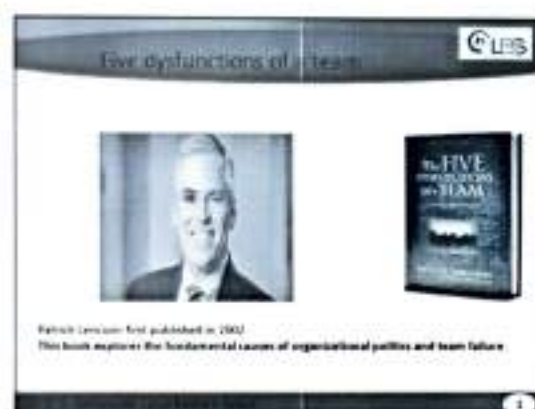
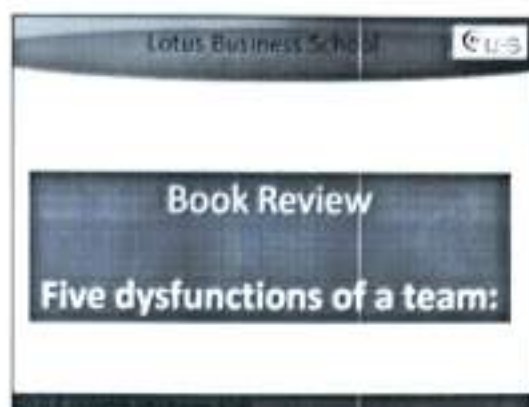
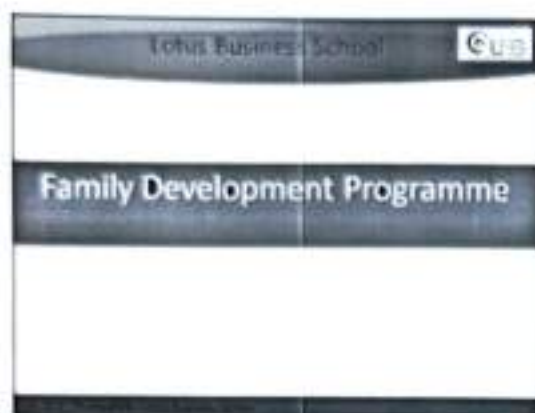

 Director
 Swami Sevabnavi Sanstha's
 Lotus Business School
 Pune 411033

Participants List

Sr. No.	Name of Staff Member
1	Dr.Satish Warpade
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




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



Video

<https://www.youtube.com/watch?v=twf0r0g1g>

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 (Hesitation) 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?

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.

Office hours

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



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.

Dysfunction #1: Absence of Trust

Teams with lack of trust:

- Hide their weaknesses and mistakes and manage their behaviors for effect
- Hesitant 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

TRUST



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



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+ 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

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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.

13


Dysfunction #2: Fear of Conflict



14

Dysfunction #2: Fear of Conflict

What are the reasons of conflicts at work place ?



15

Dysfunction #2: Fear of Conflict

Different Situations <ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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
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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.pinterest.com/leahh/lypzt1U47Wp/>

Characteristics to look for: Teams that embrace 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



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

Dysfunction #2: Fear of Conflict

PROBLEM: Teams that believe are incapable of engaging in unfettered, 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: Realize that conflict is welcome and purposeful. Define what healthy conflict looks like by praising healthy examples or giving constructive feedback if conflict seems towards unhealthy. You can also "prime 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.

HOW'S THE JOSS?



What is Commitment at work place?



WHICH STEP HAVE YOU REACHED TODAY?

Dysfunction #3: Lack of Commitment 



23

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
- Results (Repeated) discussions and decisions again and again
- Encourages second-guessing among team members

<https://www.pexels.com/photo/young-man-smiling/>

☐ yes
☐ no
☐ maybe

24


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




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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



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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 when should and should not be communicated to other staff and contingency planning can help teams overcome their fears by creating clear plans and facing potential pitfalls and the fear of failure head-on so everyone can succeed.

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Dysfunction #4: Avoidance of Accountability 



<https://www.youtube.com/watch?v=9fml1mz8b>

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A team that avoids accountability

- They're not clear
- They don't know how to hold each other accountable
- They're not ready
- They're not confident
- They don't care enough
- They're not clear on the standards of performance
- They're not clear on the consequences
- They're not clear on the consequences of discipline



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A team with accountability

- Ensures that good performance has pressure to improve
- Identify potential problems quickly by questioning approaches without hesitation
- Construct respect among team members who are held to the same high standards
- Avoid excessive bureaucracy around performance management and corrective action



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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 provider of discipline when the team fails



(Make sure... No...)

20


Dysfunction #4: Avoidance of Accountability

PROBLEM: When teams don't commit to a clear plan of action, even the best 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 performance to slip in and the leader to become the real 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 work stays healthy.

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Dysfunction #5: Inattention to Results



22

A team that is not focused on results

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



23

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



14

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



15

Five dysfunctions of a team

PROBLEM: Team members usually 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.

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The Five Dysfunctions of a Team



5. Inattention 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://humanresources.com/dear-dave-what-guide-the-five-dysfunctions-of-a-team-actually-are-and-how-to-avoid-them/>

<https://medium.com/@daveandmike/five-dysfunctions-of-a-team-2016-04-03>

17

Thank you

18



7/15/2022

Tools for Leaders

- **Personality Scales**
 - [Myers-Briggs and Jung's Typology](#) (Myers-Briggs.com, 1975)
- **Team Effectiveness Scales**
- **Personality Behavior Profiles**
 - [MyPersonality.com](#)
- **360-degree Feedback**
 - [MyPersonality.com/360](#)
- **Self-Leadership**
 - [MyPersonality.com/selflead](#)
- **Developmental Stage Coaching**
 - [MyPersonality.com/developmentalstage](#)
- **Conflict Resolution**
 - [MyPersonality.com/conflictresolution](#)
- **Contingency Plan Case Studies**
 - [MyPersonality.com/casestudies](#)
- **Developmental Case Studies**
 - [MyPersonality.com/casestudies](#)
- **Developmental Case Studies**
 - [MyPersonality.com/casestudies](#)
- **Public goals, standards, and declaration of results**
 - [MyPersonality.com/publicgoalsstandardsresults](#)
- **Simple and complex programs, systems**
 - [MyPersonality.com/simpleandcomplex](#)
- **Team-based resolution**
 - [MyPersonality.com/teambasedresolution](#)



Family Development Program on Conflict Management



Conducted by,
Prof. Sunil Prajapati

Saturday, 4th January 2020




Director
Swami Sevabnavi 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. Samir Drajipati
Assistant Professor
Lotus Business School, Pune
Date: 04th January 2020

Conflict Management

1. What is conflict?

- Learning objective: Think about what conflict is

2. What causes conflict?

- Learning objective: Improve understanding of the common causes and types of conflicts in our shared professional arena

3. Conflict resolution

- 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 1: 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



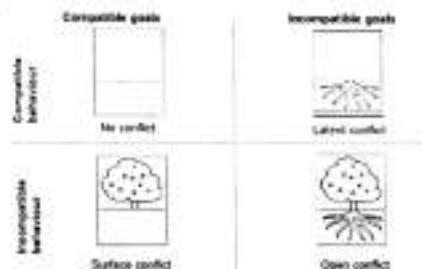
Schneider et al, 2016, p.104

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 conversation 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

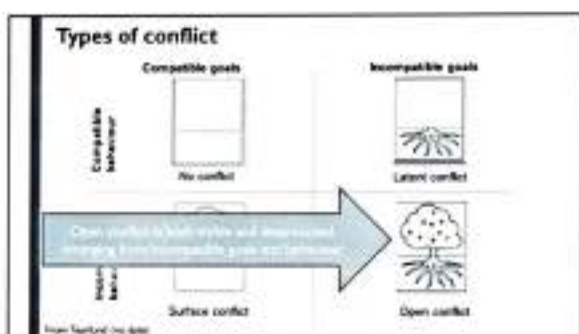
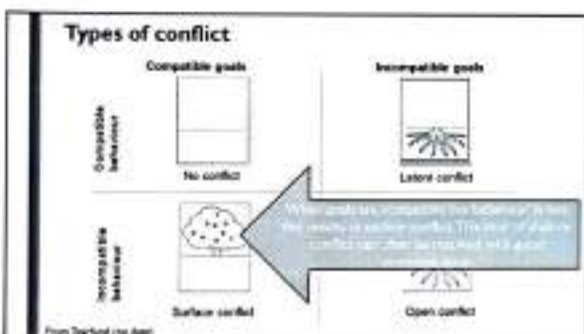
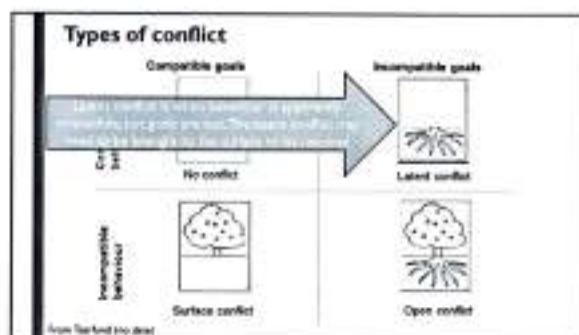
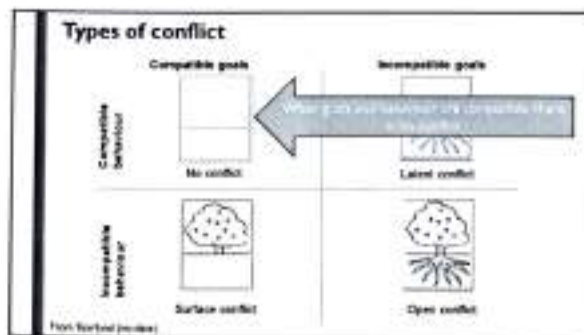


Types of conflict



From Stanford (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/forest control?
- Beautiful landscape, tourism \$!
- Timber! Fuelwood!
- Somewhere to cultivate grain, 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"

Priddy and Butler (2016), Governance Assessment for Protected and Conserved Areas (GAPCA) p.14

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?
 - Source 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 neighbours
 - 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

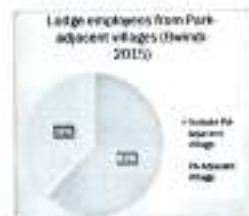
If UWA is helping in stakeholder representative selection, representatives should:

- ☐ Be recognized as legitimate by their group
- ☐ 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 aid transparency, share responsibility, help maintain privacy, 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

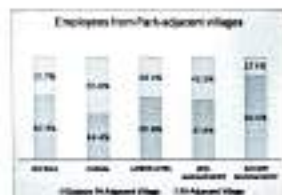
- ☐ Perceived unfair distribution of protected area benefits e.g. revenue sharing
- ☐ Perceived inequity in access to protected area benefits e.g. employment as shown on the graph



Source: 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



Source: 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
- ☐ Perceived inequity in access to protected area benefits e.g. employment
- ☐ Middle and senior managers mainly not from frontline villages
- ☐ 90% of employees from 5 out of 27 adjacent parishes
- ☐ 80% of employees from frontline villages from 8 out of 100 villages

Who are the stakeholders in this (potential) conflict?

Source: 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	How to use
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
PIRs 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

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

Ideally these tools would be used as part of a participatory conflict analysis process, as 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 livelihoods conservation and communities.

Impacts Matrix: high-, medium- and low-priority conflicts

	High	Medium	Low	None
High	High resource extension to armed group (e.g. militia)	Medium resource extension to armed group (e.g. militia)	Low resource extension to armed group (e.g. militia)	None
Medium	High resource extension to armed group (e.g. militia)	Medium resource extension to armed group (e.g. militia)	Low resource extension to armed group (e.g. militia)	None
Low	High resource extension to armed group (e.g. militia)	Medium resource extension to armed group (e.g. militia)	Low resource extension to armed group (e.g. militia)	None
None	High resource extension to armed group (e.g. militia)	Medium resource extension to armed group (e.g. militia)	Low resource extension to armed group (e.g. militia)	None

High priority conflicts carry through for further analysis.

Medium priority conflicts carry through for further analysis if they are not resolved.

Low priority conflicts carry through for further analysis if they are not resolved.

Adapted from (12) (2011)

How feasible is this: Feasibility Matrix

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

Summary of prioritised conflicts, potential impact and feasibility

Conflict	Potential impact	Feasibility
Displacement into the park for agriculture	Low risk to staff, with no impact, building on existing partnerships	Low risk to staff, with no impact, building on existing partnerships
High resource extension by armed groups in the park	High risk to staff, requires extensive resources, need more strategic partnerships (e.g. military police)	High risk to staff, requires extensive resources, need more strategic partnerships (e.g. military police)

WFP 2009

How feasible is this: Feasibility Matrix

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

- Does this conflict fall within UFWA's remit?
- Is there any personal risk to staff or beneficiaries from intervening?
- How will local support for UFWA be impacted by UFWA 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



WFP 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



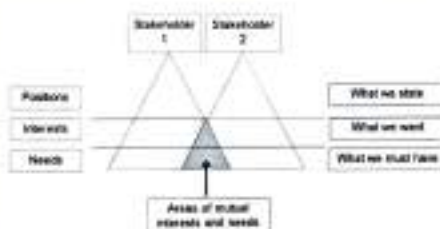
ISS 2009

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 PHD (n.d.)

Actor motivations: Positions, Interests, Needs (PINs)

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

Stakeholder 1: The community of people living in the area	Stakeholder 2: The local government council
Positions	Positions
Interests	Interests
Needs	Needs

Simplified from PHD 2009 p47

Actor motivations: Positions, Interests, Needs (PINs)

Stakeholder 1: The community of people living in the area	Stakeholder 2: The local government council
Positions	Positions
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Simplified from PHD 2009 p47

Actor motivations: Positions, Interests, Needs (PINs)

Stakeholder 1: The community of people living in the area	Stakeholder 2: The local government council
Positions	Positions
Interests	Interests
Needs	Needs

Simplified from PHD 2009 p47



Actor motivations: Positions, Interests, Needs (PINs)

Positions	Interests
<ul style="list-style-type: none"> • The foundation for the negotiation • May sometimes be acknowledged, should be perceived within the life 	<ul style="list-style-type: none"> • Recognition of the foundation • May sometimes be acknowledged, should be perceived within the life
Needs	Needs
<ul style="list-style-type: none"> • Recognition of the foundation • May sometimes be acknowledged, should be perceived within the life 	<ul style="list-style-type: none"> • Recognition of the foundation • May sometimes be acknowledged, should be perceived within the life

Source: [illegible] 2004, p. 10

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?

Remember, whichever tool 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?

ISS 2008

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 2008

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

- ☐ Workshop facilitator
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IISD 2008



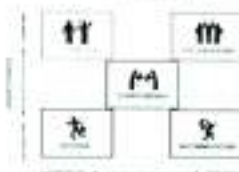
What is conflict management?

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, PINs
2. **Identify solutions; engage stakeholders, sensitization, awareness**
 - Identify solutions both disputants can support
3. **Agreement**
4. **Execute agreement**

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

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.

100 200 300 400

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. Reduced or 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:

- Financial
- Human
- Logistics
- Knowledge of local context
- 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 Impact Matrix on Side.

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



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 IED 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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Family Development Program

on

Use of Social Media for Personal Branding



Conducted by,
Ms. Sonali Indalkar

Saturday, 28th December 2019



[Signature]
Director
Swami Sevanavi 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
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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

How to Solve Case Study?



Conducted by,
Dr. Ganesh Pathak



Thursday, 26th December 2019

(Signature)
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:

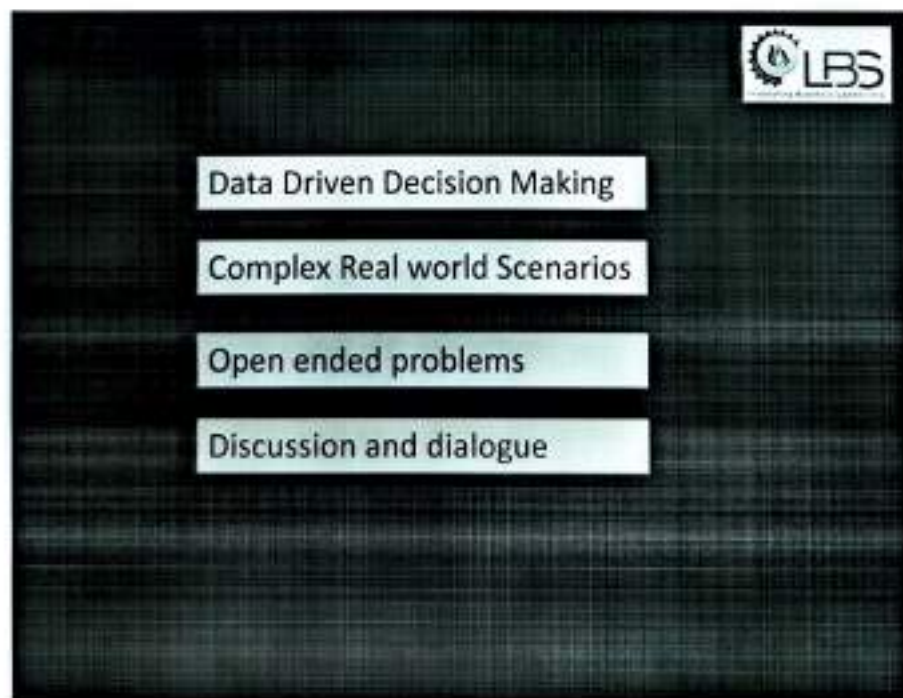
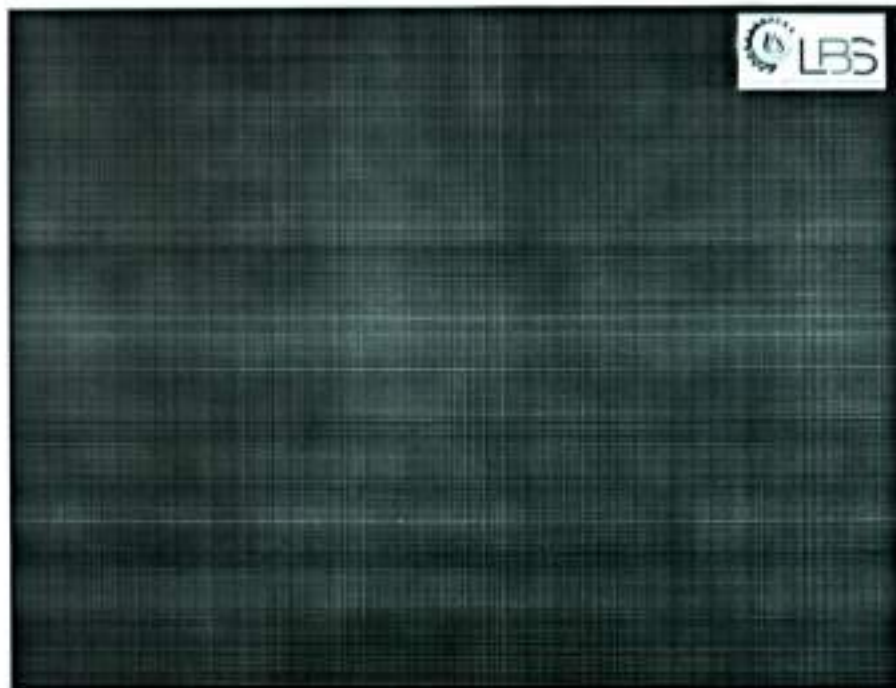
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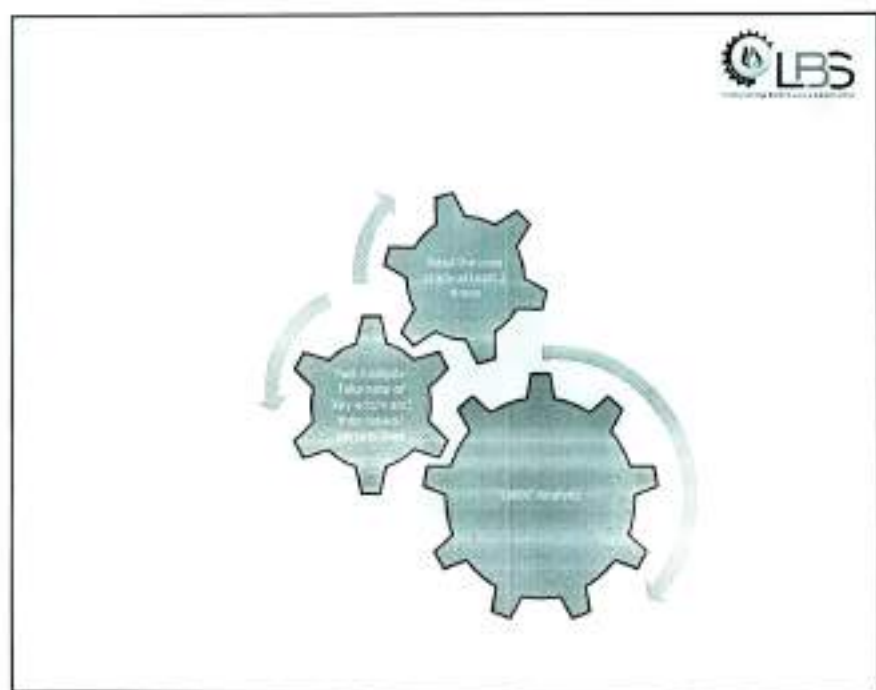
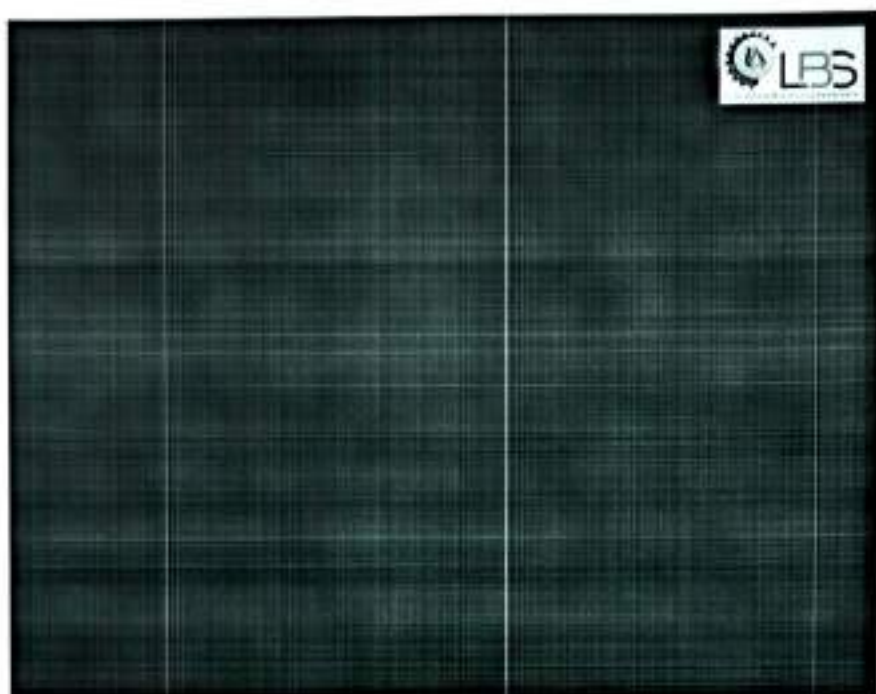


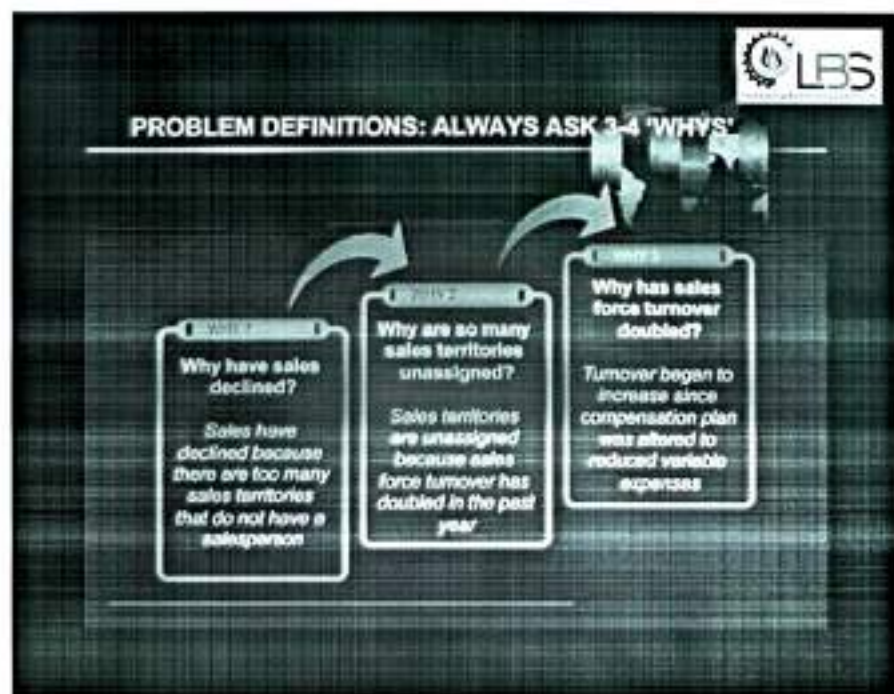
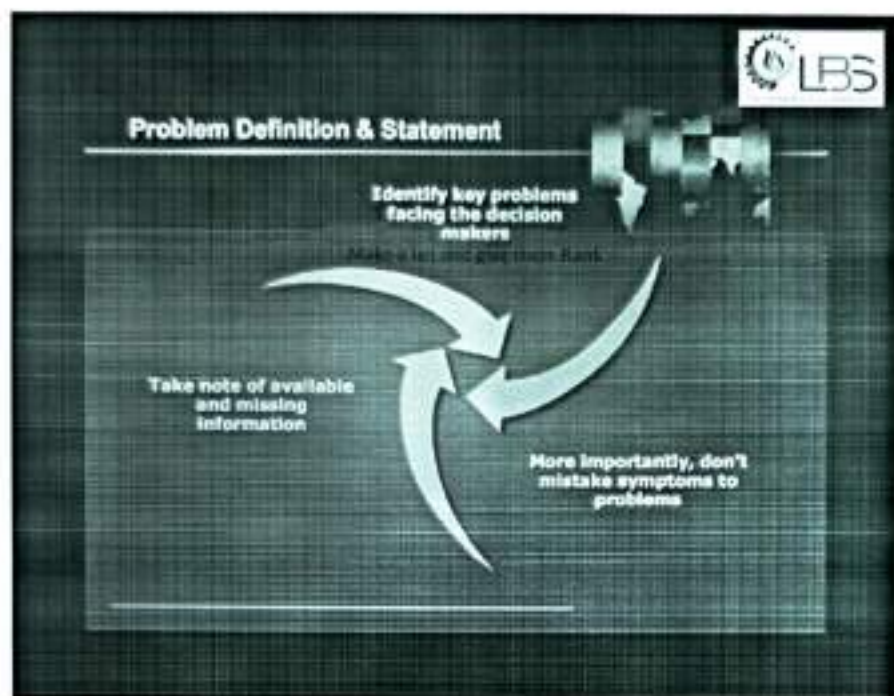
Steps for case study

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 will 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 consider to achieve these goals?



Family Development Program
On
Different Platforms for Online Shopping



Conducted By

Mrs. Nutan Gholap

Saturday, 23rd November 2019



Nutan Gholap
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:**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

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amazon

Flipkart



Myntra

JABONG



snapdeal.com

KOOVS.COM



What is Online shopping

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- ▶ 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?

177

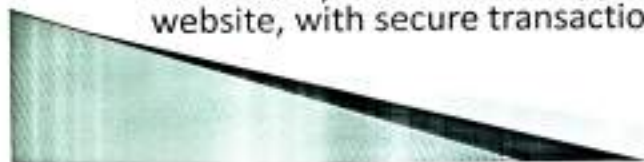
- ▶ Today, most retail stores have a website for customers to buy from online and either ship them to their home or pick up at a nearby store location. WalMart, Best Buy, Sears, and other retail businesses offer this type of shopping experience.
- ▶ Some companies only sell products through their website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



History of online shopping

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- ▶ 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

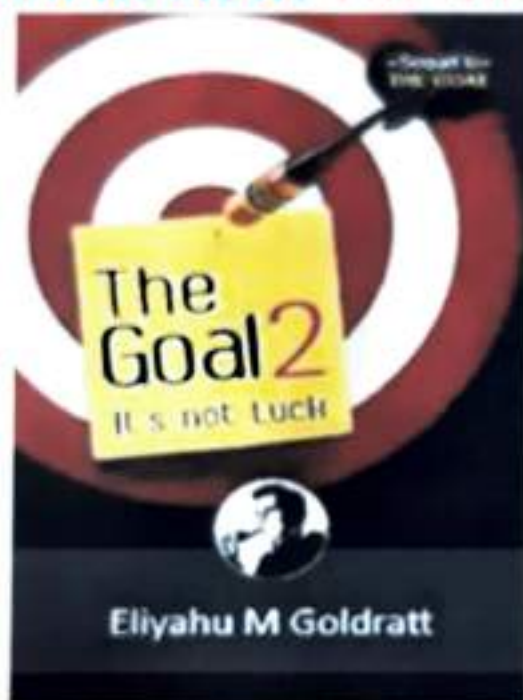




LOTUS BUSINESS SCHOOL

Recognized 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



[Signature]
Director
Swami Sevabnavi 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 use 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



