

6.3.3 Average number of professional development /administrative training programs organized by the institution for teaching and non teaching staff during the last five years

Sr. No	Year	Name of Workshop/Seminars	Date (From-to)	Page no
1	2018-19	Webinar on IPR	10th Jan 2019	4
2	2018-19	Webinar on Leadership talk	8th Jan 2019	10
3	2018-19	Webinar on Leadership talk (Career Planning)	24th Jan 2019	17
4	2018-19	Webinar on Leadership talk (Decision Making)	19th Mar 2019	37
5	2018-19	IPR (Intellectual Property Rights)	10th Jan 2019	42
6	2018-19	Motion analysis	7th-19th Jan 2019	55
7	2018-19	Industrial Visit	27th Dec - 3rd Jan 2019	57
8	2018-19	Machine Learning	28th Feb 2019	106
9	2018-19	AI and Deep learning	21-23 July 2018	107
10	2018-19	Introduction to Block chain Technology	28th Feb 2019	134
11	2018-19	Machine learning	28th Feb to 22nd Mar 2019	137
12	2017-18	Research Methodology	9th - 10th Mar 2018	159
13	2017-18	Two Day FDP on Hands on FPGA applications	23rd & 24th Feb 2018	160
14	2017-18	Introduction to Cloud Computing and use of Amazon Web Services	9th Aug 2017	200
15	2017-18	Introduction to electronics concepts	19th Aug 2017	201
16	2017-18	A Journey Towards Awareness	1st - 5th Jan 2018	229
17	2017-18	Perl and python	12th -13th Jan 2018	238
18	2017-18	Experiential Learning	11th Jan 2018	244

19	2017-18	D-Link training on wireless LAN	15th & 22nd July 2017	247
20	2017-18	Cyber Security in IOT and Cloud	3rd July to 7th July 2017	258
21	2017-18	Data Analytics	23rd & 24th March 2018	269
22	2016-17	Hands on Training on CFD using Simulations	3rd & 4th Feb 2017	275
23	2016-17	Hands on Training on Mechatronic System	19th & 20th August 2016	288
24	2016-17	Two Day FDP on "Hands on Training on Python Coding and Remote Lab learning	10th - 11th Feb, 2017	294
25	2016-17	Technologies and career opportunities in VLSI	26th Sept 2016	300
26	2016-17	Life Balance: To Overcome Stress Through Yogic Techniques	24th - 28th Apr 2017	344
27	2016-17	Seminar on Raspberry Pi	28th July 2016	
28	2016-17	Python Workshop For Women empowerment.	3rd Sept 2016	
29	2016-17	Stress Management & Yoga for Healthy Life	3rd - 4th Feb 2017	377
30	2016-17	Agile Project Implementation	23rd Mar 2017	379
31	2016-17	Internet of Things	27th June - 21st July 2016	383
32	2016-17	R-Programming	5th & 6th Aug 2016	387
33	2015-16	IPR	5th & 6th Feb 2016	400
34	2015-16	Two Day FDP on Remote Learning Technologies	5th - 6th Feb, 2016	406
35	2015-16	Big Data Analytics	7th - 11th Dec 2015	423

36	2014-15	Simulation of Manufacturing Systems	13-14 Mar 2015	432
37	2014-15	One week STTP on Accreditation and Quality Assurance Based Education	17th -21th Nov 2014	438
38	2014-15	Two Day FDP on Challenges in VLSI Technologies	13th -14th Mar 2015	447
39	2014-15	Seminar on Single Photon Counting and Sensors	13th Feb 2015	461
40	2014-15	Technical paper presentation	20th Aug 2015	463
41	2014-15	Digital Forensic	11th - 15th Nov 2014	465

Brief Profile of the Speaker

**Facebook Live session by Central expert for
Workshop on
IPR for Students and Faculty Members
Date: 10th January, 2019 Time: 1:30 PM to 3:30 PM**



Ms. Shwetasree Majumder

Principal
Fidus Law Chamber

Experience:

- Shwetasree Majumder is an alumna of the National Law School, Bangalore
- Founded Fidus Law Chambers in 2008
- Shwetasree was elected to the Board of Directors of the International Trademark Association (INTA).
- She concentrates her practice in litigation, enforcement and counseling in intellectual property, technology, advertising and trade secrets matters across a broad spectrum of industries.
- She has been a member of a panel which worked on the Verma Committee Report leading up to amendments in Indian criminal laws to address crimes against women.

Report of Webinar Session on IPR

The webinar organized by MHRD's Innovation cell was a live session for "IPR for Students and Faculty" by Ms Shwetashree Majumdar, Principal, Fidus Law Chamber, was informative program.

Name of the event: ***Intellectual Property Right***

Speaker : ***Ms Shwetashree Majumdar, Principal, Fidus Law Chamber***

Date of event: *January 10th 2019, 1.30-3.30PM*

Location of the event: *Samvad hall of CRCE College.*

Sponsoring organisation: *MHRD Innovation Cell (MIC)*

Total number of students attended: 208

Total number of Faculty members attended: 36

Webinar Summary

Many people are not aware of a lawyer practicing in the area of IPR. In Fact India has one of the "strongest IP Law regimes in the world". There are two pillars, according to her perspective, to do with IP Laws:

- 1) "Pillar of protection"
- 2) "Pillar of Enforcement"

The different types of IPRs and their area and rules of application are as follows:

Patent: Patent is granted to and for an Invention that did not exist before.

At the outset, it was clarified that Invention needs to be differentiated from Discovery. A discovery is made when something that had existed but not known to the public is brought to their notice. An invention is made when something is created for the first time or something that had not existed until its 'Invention'.

The Granting of a patent is "quid pro quo". The patent is granted to an Inventor for revealing the blueprint of his invention to the public and in exchange the inventor gets exclusive rights to exploit his/her invention commercially which enables him to profit from the same.

The inventor needs to file an application at the patent office.

The Product, Process, Creation must meet the test of 'Prior art' which is to check if there is any evidence that the invention is already known or not.

A Patent is granted for a period of 20 years, after which it becomes available to the public and the inventor losing exclusive rights.

Three conditions that need to be fulfilled for an Invention to be eligible for a patent are:

- 1) Novelty – The invention has not been seen before in the market or public domain.
- 2) Invention is Technical Advancement of Economic significance.

- 3) Invention must have an Industrial Application – which can be ‘Commercialized’,

Inventions that cannot be patented include:

- 1) Inventions that are against Natural Laws.
- 2) Inventions that is harmful to health.
- 3) Scientific and mathematical formulas.
- 4) Defense related inventions.

Copyrights: these are IPs for literary, artistic, dramatic works etc. it is the only type of IP that doesn't need registration. Some of the rights associated with copyrights are performer's rights, broadcasting rights, economic rights and moral rights.

Copyright infringement occurs when someone makes infringing copies or imports such copies. A notable example of copyright infringement is that of torrent where people are able to watch movies illegally.

Trademarks: trademarks are anything that is capable of being represented graphically. These include words, symbols, colour combinations etc.

Trademarks are registered for 10 years and can be renewed at the end of the term.

There are also non-traditional trademarks which include sound and smell. An example of sound trademark is that of the ‘Roaring Lion’ owned by MGM Studios.

Counterfeit trademarks are an exact copy with the same words, logo, and colour as the original.

Industrial Design (ID): These are features, configuration, and pattern, composition of colours applied to an article by any industrial process which appeal to and are judged solely by the eye.

When these articles have a different and never existing function, it isn't classified as an ID.

An ID has a term of 15 years.

Geographical indication (GI): These are IPs given to products of a specific geographical origin and possess recognition only because of its origin. It is given to a community rather than to an individual.

The term of a GI is 10 years and is renewable at the end of the term.

Semiconductor IC layout design: these are IPs given to products having a different type of circuitry function. It is specific to the product hardware. The IC must be original, distinctive, distinguishable and commercially exploitable.

The term of this IP is valid for 10 years.

Plant Variety: these are granted to protect plant varieties and recognize plant breeders.

The plant variety must be novel, distinctive, uniform and stable to be granted an IPR.

Trade Secret: this is an IPR that is different from other types of IPR. Instead of revealing something to the public, the secret is protected from the public. This IPR applies to the heads of companies aware of the company secrets. The heads are prevented from revealing the secret to the public throughout his/ her lifetime. A notable example is the “coca cola formula”. The formula has been kept confidential to date and isn’t known to the public.

Application for an IPR can be made online through website www.ipindia.nic.in





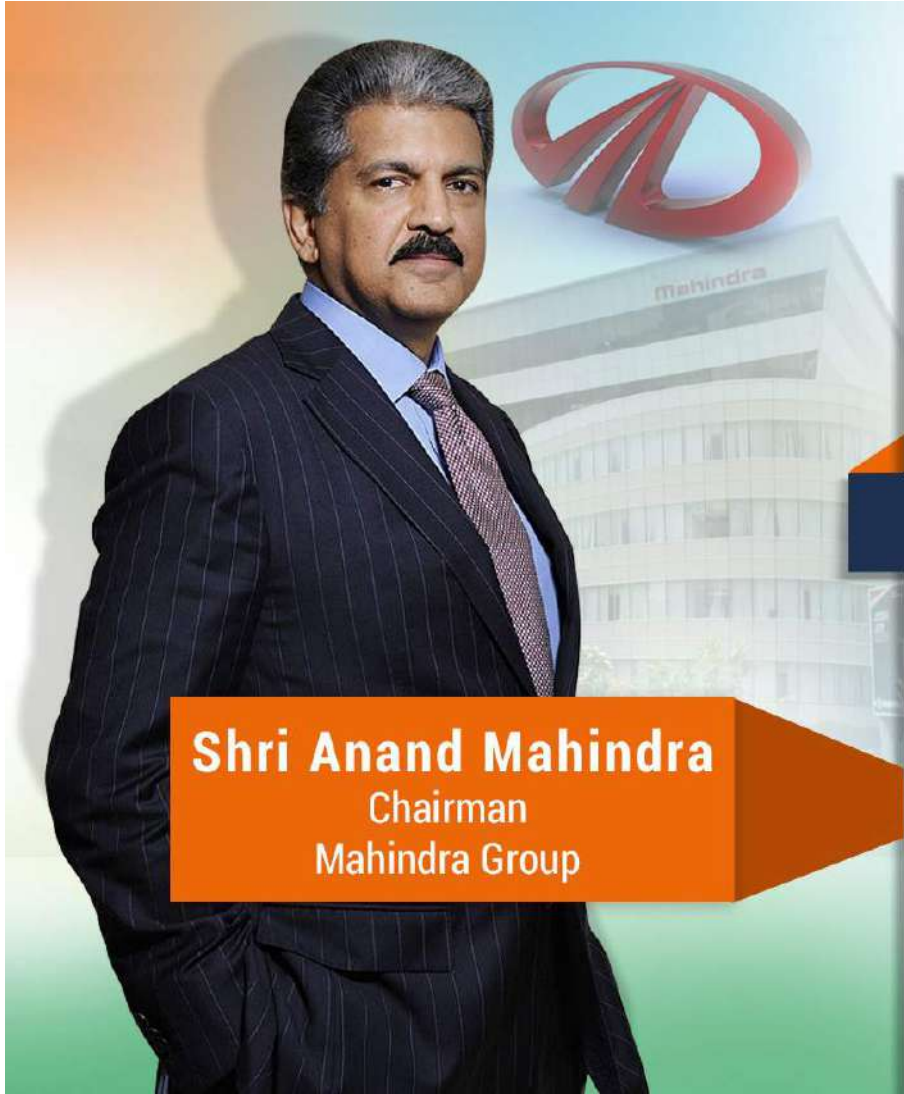
ANALYST

1. A person who analyzes financial statements and other data to determine the value of a company's stock.

2. A person who analyzes the financial statements and other data of a company to determine the value of its stock.

Responsibilities:

- 1. Analyze financial statements and other data to determine the value of a company's stock.
- 2. Prepare reports and presentations for investors and other stakeholders.
- 3. Monitor market trends and company performance.
- 4. Provide recommendations to investors and other stakeholders.



Shri Anand Mahindra
Chairman
Mahindra Group



INDIA FIRST LEADERSHIP TALK SERIES

Tuesday, 08 January 2019, 02:00 PM

Send Your Questions for Shri Anand Mahindra on
www.mic.gov.in/questions.html before 5th January 2019

Watch
Live on

LIVE www.facebook.com/mhrds.innovationcell

YouTube www.mic.gov.in/live.html

[mhrd_innovation](https://twitter.com/mhrd_innovation)

Report of Webinar Session on India's First Leadership Talk Series

The webinar organized by MHRD's Innovation cell was a live session for "**India first leadership talk series**" by Shri Anand Mahindra, Chairman, Mahindra Group was an exceptionally brilliant and truly inspirational program.

Name of the event: **India's first leadership talk series** by Mr. Anand Mahindra.

Date of event: *January 8th 2019, 2.00-3.00PM*

Location of the event: *Samvad hall of CRCE College.*

Sponsoring organisation: *MHRD Innovation Cell (MIC)*

Total number of students attended: 201

Total number of Faculty members attended: 58

At the beginning **Ms. Sakshi Ghadigaonkar** and **Ms. Anu Thomas** introduced IIC-FrCRCE council to the students and announced about the events like **Idea competition**.

Webinar Summary

On January 8th, an informative and helpful webinar on leadership talks by **Mr. Anand Mahindra** (Chairman of Mahindra Group) was organized by IIC-FrCRCE at Fr. CRCE College in Bandra. The objective of this webinar talk series is to learn from the experience of industry leaders. In this connection, Mr. Anand Mahindra (AM) was the first person invited. MHRD invited questions from students of different institutions all over India and over 500 questions were received which were compiled and put under various categories. The first category was what to do with innovation, the second about the speaker's leadership and his success and failure stories, the third about the speaker's opinion on start-ups and the fourth to do with the speaker's company- Mahindra and Mahindra and its core business.

The talk was well received by the students and teachers alike. The objectives of MIC for organizing the event can be said to be achieved due to precise answering of some of the important questions by Mr. Mahindra dealing on issues like:-

- 1) Dealing with failure.
- 2) Qualities for becoming a leader.
- 3) Encouraging innovations and entrepreneurs.
- 4) Balancing life and work
- 5) Importance of competition, etc.

The questions that were asked are as follows:

Question 1:

Most of the audience were students who are about to graduate and are anxious about what they should do - whether to go for a job or for a startup. AM was asked to share his experience, more particularly what was it that was not taught in school which students should know.

The speaker replied saying that he graduated from Harvard business school (HBS). The acronym HBS was most important for students to know, where H stood for "humility", B for "brevity" and S for "self awareness".

Humility: Humility should be inversely proportional to the reputation of the institution one studied in. The speaker always tried to be humble and defer to the opinions of others.

Brevity: People tend to be verbose and speak too much. There is a need for one to be brief and being brief makes it simple for people to understand.

Self Awareness: Self awareness isn't taught in any school. One must be aware of one's motives. Following one's motives makes one happier and the speaker believed that happier people are more successful.

Question 2:

What was AM's motivation when he chose to go for films and then switch to business?

The speaker replied that he considered himself to be a rebel, a voracious reader who questioned the purpose of everything. He was born into a business family but didn't like the idea that his life seemed to be plotted by others, even if they were his parents. As a rebel, he wanted to paint his own canvas. He was more in favour of the arts and after several false starts; he applied for the liberal arts course in Harvard college where he majored in film making. He proved that he wasn't the one who inherited everything from his parents by his thesis film on kumbh Mela which turned out to be successful. Having done so, he chose to shift to business.

Question 3:

An individual has to go through many failures in his life. Have you (AM) seen such failures and how do you cope with that?

The speaker believes that everyone goes through failures. People usually advice "get up, get dusted and carry on". While all that is true, it is necessary for one to cope with the emotions of failure. "Allow yourself the terror and the tear of failure". "Take time off, allow yourself to feel low" which will make one bored and consequently want "yourself to move on".

Question 4:

Did you (AM) know how to cope with failure while in school or did you get it over time by experience.

The speaker said that he was no "baal yogi" while in school and that he learnt to cope with failure with experience.

Question 5:

Who is AM's role model?

The speaker said that his mother advised him to not have a single role model but instead, form a jigsaw puzzle of role models. A leader must have ideas but must share the ownership of the idea with all people and make themselves believe that it's theirs. A notable example was that of Gandhi ji, who believed in freedom but the idea of freedom was shared by all people. I.e. ownership of idea must belong to followers.

Question 6:

How can innovation become the fulcrum of a corporate?

The speaker said that innovation is critical which does not come from "jugaad" but from "jakhas". For innovation to become the fulcrum of a corporate, the company must provide the ecosystem for innovation which comes through "autonomy", "empowerment", "recognition of entrepreneurs" and "sharing of wealth" through ESOP.

Finally he added about the need for strong startup ecosystem in the company which he called "intrapreneurship".

Question 7:

Are leadership skills different while handling a small company as compared to a large company?

The speaker replied that regardless of the size of the company, leadership should be "transformational" and not "transactional". At the same time, the leader must identify people in the company who are good at being "transformational" and those good at being "transactional". The latter will be the executers of the idea.

Question 8:

Given that many students are confused, while in college, about what must be done upon graduation, should one go for start-up or go for a job and then a start-up?

The speaker replied that one must follow one's motivation. Whatever be the motivation, be it teaching, enormous wealth or global recognition, follow the motivation. If one decides to be an entrepreneur, assess one's own risk aversion. If not averse to taking risk, then one may start-up in his/her garage. If not, a company like mahindra provides an ecosystem for an individual to become an "intrapreneur".

Question 9:

How can one maintain his/her work life balance?

The speaker replied that an individual must always love his/her work and in such a case, there is no need for balance as there is so much joy. In such a case, "work is life and life is work" and there is no dichotomy.

Question 10:

What is the future business model?

The speaker replied that competition is always the one that brings out the best. However, in today's world, to be competitive, one must also be collaborative. I.e. a company should outsource work and learn to collaborate with other companies.

On a lighter hearted vein, Mr. Anand Mahindra was asked whether he had any plans to return to film. To that, he replied that such a case was very likely possible if everything were to fail, perhaps do the role of a villain!

Though it was one way session which prevented direct interaction between the speaker and the students, Mr. Anand Mahendra did try to help the students on planning their future more precisely. The MIC should be equally commended for reaching out to students by such new ways and explaining to them the importance of the term 'Innovation'. The students dispersed with a sincere hope that such talks should be organized again by the council.

Feedback from an IIC student member:

"The Event was very helpful and encouraging and it also cleared some of my doubts regarding post-graduation plans. The way he said to embrace failure instead of fighting it was also something new I've heard. Overall it was great and I would be waiting for further sessions of the talk series given by such amazing people."

Kailash Nair,
FE Electronics, Fr.CRCE Bandra

[Handwritten signature]
8/11/19







Anand Deshpande
Chairman & Managing Director
Persistent Systems Ltd.



MHRD



MIC



SMART INDIA
HACKATHON
2019

INDIA FIRST LEADERSHIP TALK SERIES

Talk on: Planning for Career

Thursday, 24th January 2019, 11:30

Send Your Questions for Dr. Anand on
www.mic.gov.in/questions.html before 20th January

Watch Live on



www.facebook.com/mhrdInnovation



<https://www.youtube.com/mhrdinnovationcell>



<http://ignouonline.ac.in/gyandarshan>



MHRD'S
INNOVATION CELL
(GOVERNMENT OF INDIA)

www.mic.gov.in/live.html



Report of Webinar Session on ‘India First Leadership Talk Series’

The webinar organized by MHRD’s Innovation cell was a live session for “**India first leadership talk series**” by Dr. Anand Deshpande, Founder, Chairman and Managing Director of Persistent Systems Ltd. was an exceptionally brilliant and truly inspirational program.

Name of the event: *India’s first leadership talk series* by Dr. Anand Deshpande.

Date of event: *January 24th 2019, 11.30-12.30PM*

Location of the event: *Samvaad hall of CRCE College.*

Sponsoring organisation: *MHRD Innovation Cell-Institutions Innovation Council (MIC - IIC)*

Total number of students attended: 187

Total number of Faculty members attended: 11

Webinar Summary

On January 24th, an informative and helpful webinar on leadership talks by **Dr. Anand Deshpande** (Founder, Chairman and Managing Director of Persistent Systems Ltd.) was organized by IIC-FrCRCE at Fr. CRCE College in Bandra. The objective of this webinar talk series is to learn from the experience of industry leaders. In this connection, Dr. Anand Deshpande (AD) was invited.

The webinar started with Dr. Abhay Jere, Chief Innovation Officer, MHRD Innovation Cell, welcoming Dr. Deshpande and introducing him to the audience. MHRD invited questions from students of different institutions all over India and over 100 questions were received which were compiled and put under three categories. The first category was what to do with start-ups, the second about the IT field and its development, the third about the career.

The questions that were asked are as follows:

Question 1:

In 1990 when AD came back to India, what was his motivation to start his own business?

The speaker replied that he had good opportunities in the US but he had a desire to come back to India. At that time he had a few projects in mind but always wanted to do something innovative on his own. In 1990, lack of telecom infrastructure, networking facilities made communication difficult. The government had the foresight of heading the software technology by helping software-based companies. He said that he was lucky enough to be part of the first round of STP businesses.

Question 2:

Ease of doing business in this generation is more compared to AD's generation. To send a single email to the U.S. AD had to travel to Mumbai. Did you face bureaucratic problems in business?

The speaker said that it was difficult back then to start a business but we have come a long way since then. The climate for entrepreneurship is a lot better now. Sure, challenges were high back then but the condition was same for everybody. The whole point of being an entrepreneur is to solve problems and rise above them. You just learn to face difficulties

Question 3:

For a young person who has come from U.S, completing his education there, working there and then adapting to Indian Bureacracy, did you feel frustrated and demotivated anytime?

The speaker replied that he always had customers willing to provide work. So he never felt like leaving. He had only been to the US for 5-6 years so it wasn't much different.

Question 4:

Students have a major doubt whether they should pursue their entrepreneurship ideas immediately after graduation or secure a job first, take some experience and then go for entrepreneurship because many a times students face a lot of pressure from parents, from society to settle with a good job and give up on their dream?

The speaker believed that the key to a successful entrepreneurship is to have a problem to solve. If you have a problem compelling enough to be solved and if you have the ability to deliver a solution for it, that's when you start becoming an entrepreneur. Self-employment is a happening thing around the globe. For a student who has just graduated, it's a good idea to work for smaller businesses where you will work with an entrepreneur, will get ideas, will start to think like an entrepreneur. You should start your own business only when you know what you are doing. It is not advisable to start a business and then figure out what to do.

Question 5:

Large number of students participating in Hackathons, come up with innovative ideas and new technologies and their entire approach is how to use this technology to solve a particular problem?

The speaker replied, when you are building a product for a company, the focus is upon building something that someone is willing to buy for a reasonable price to

make your business viable. Knowing a certain technology doesn't entirely make a business happen. Unless you verify the viability of the business and make sure you can sustain it, there is no point in starting a business.

Question 6:

Nowadays topics such as Machine Learning, Artificial Intelligence, Blockchain, have become buzzwords. Students would like to know the scope and business opportunities provided by such topics.

The speaker explained that companies like his own work in such areas of IT and they definitely would hire students working in such areas as it is in great demand. If you have a good understanding of such technologies and are willing to apply them to problems faced by customers then potentially a business can be emerged from it. For example, it is not just about learning Machine Learning, but applying it to real-life problems such as farmer's problems, water purification or any other potential area of interest.

Question 7:

There is a rising fear amongst students whether the jobs are getting evaporated or whether the team size is sinking as a result of which the opportunities in the market are reducing. Also freelancing trend is on the rise. Please elaborate on this topic.

The speaker said that technologies are pacing forward rapidly and those who can keep up with this pace will always be in demand. Those who do not stay up with ongoing changes will find it difficult to sustain. So students should understand that this is a continuous learning process and you will be expected to keep learning as you move along and part of the responsibility of upgrading your skill just begins in college and should be continued further even after college. There is a misconception that after college learning generally stops. This is untrue. The kind of skills needed for industry is changing rapidly along with changing technologies.

An example of such rapid growth was given by the speaker. He mentioned that some 10-20 years back smartphones did not exist. 4G-3G never existed. So the change in technology is huge. And if we extrapolate it to the upcoming 10 years you will observe this change again. Younger generation is more inclined to try out new things and changes. The kind of security they share or their ability to take chances is a lot better than their older generations. This is what is known as 'Uberization' of industry. Essentially it is an individual's own personal responsibility to make ends meet. People are looking at self-employment, learning new things on their own and then building a career out of it. We are expected to invest on our own long term career advancements and long term skill-building.

Question 8:

Do you feel that it would not be wrong to say that, every student has to think of himself as an entrepreneur?

The speaker replied with an affirmative. He recalled a book called named, 'Me Enterprise' and its idea that every individual is an entrepreneur and is writing his own enterprise. You may work for an employer but actually your employer is your customer. So you are responsible for your own business and you need to have your own mission and vision. Secondly, students should try to build their skills based on some technology and also, irrespective of what other people might say, the curriculum is not the problem. What you do with it is. You need to learn to do things on your own. The speaker feels platforms like Smart India Hackathon are brilliant and provide students with opportunities to present their ideas and apply their skills. Thirdly, communication skills are what takes you up in your career. Technologies will come and go but communication skills are lifelong.

Question 9:

When a student gets out of college and gets into a job as a software engineer, he later aspires to be a team leader, in managerial position. But when you say about taking leadership in your hands, does it reduce the need of managerial positions?

The speaker said that, while a person is in college he spend time acquiring technical skills. Divide 40 years of your job phase into 4 parts.

1. In the initial 10 years, start with Learning and Networking. Learn as much as you can and build a strong network of people. Be open to ideas.
2. In the second 10 year phase, that is in the 16 -17 year of career you should be an expert in a particular field
3. In the next phase you should be in a position called 'The Corner Office' phase. Plan out your decisions such that you see yourself in a corner office position.
4. The last phase you need to manage your financial condition and lifestyle and be in a position to know your retirement plans.

Question 10:

When you look back at your career do you think that you have gone through these specific phases?

The speaker replied, that his career graph was slightly different as he was a CEO already when he started and he remained in the job for 28 years. But his responsibilities had changed over the years and he did learn new things. He believes that every year we should learn something new and develop it. The extra years of

experience of an individual should count in value for the organisation and himself. This is something that the speaker is very conscious about.

Question 11:

When you are recommending career steps, are they gender-agnostic because sometimes at a certain stage girls are asked to stay with their family and how should women cope up with this?

-Question from Ayushi, IIT Kanpur

The speaker said, he feels that women are equally competent and capable as men. That said, there are gender-biased opinions in our society regarding women, but as long as jobs are concerned women have to chart their own path and we will see more and more women who have fantastic achievements in their fields.

Question 12:

Is India really prepared to handle Industry 4.0 and as a software industrialist do you feel that we have a huge role to play in it or how industry is evolving in that perspective?

-Question from Veer Patel, IIIT Kanchipuram

The speaker believes that Industry 4.0 is going to happen. More and more devices, activities are going to get sensors. People are going to be able to track activities, look at events, combine them to do exciting things. Maybe India is a few years behind, but we will get there. This can be viewed as an opportunity for young people to check into this new generation of inter-connected devices, interconnected factories. Software 4.0 is our methodology of building Industry 4.0. It deals with distributed architecture and with the kind of networks and technology that we possess, it is being implemented across everywhere.

Question 13:

Do you believe that a companies are slowly moving towards a model where campus recruitments will be in the form of hackathons or based on how you perform in your projects and interviews will not be taken?

The speaker feels that it is not one out of many. The hiring process is now moving to a model where a combination of aspects are involved. Hackathons demonstrate what an individual is building on his own and that is a skill that businesses will expect. Thus, hackathons will be another input into considering people while hiring. People also want good communicators so interviews will obviously remain.

Question 14:

Will you categorize yourself as a technocrat, or sales person or a manager?

The speaker said that he loves doing salesmanship and he thinks I he is a good salesperson. All businesses are developed from sales and whoever will sell well will do well. No body opts to be a salesman but they should. If you look at any business and you don't have sales and customers, the business does not exist. If you don't have your own technology you can resell someone else's technology. Thus, sales is the most fundamental part of any business.

Though it was one way session which prevented direct interaction between the speaker and the students, Dr. Anand Deshpande did try to help the students on planning their future more precisely. The MIC should be equally commended for reaching out to students by such new ways and explaining to them the importance of the term 'Innovation'. The students dispersed with a sincere hope that such talks should be organized again by the council.

Feedback from a student member:

"The session focused on answering an important question which is whether one should start their own business or work for a few years to gain knowledge and experience. Different topics such as self-employment, business models, currently required skill sets were discussed in detail. G one's own business were explained beautifully."

Sumedh Deshpande,
TE Computers, Fr.CRCE Bandra

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Sumedh Deshpande,
TE Computers, Fr.CRCE Bandra

Sumedh
24/11/19







Anand Deshpande
Chairman & Managing Director
Persistent Systems Ltd.



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<http://ignouonline.ac.in/gyandarshan>

MHRD'S INNOVATION CELL (GOVERNMENT OF INDIA) www.mic.gov.in/live.html



Report of Webinar Session on ‘India First Leadership Talk Series’

The webinar organized by MHRD’s Innovation cell was a live session for “**India first leadership talk series**” by Dr. Anand Deshpande, Founder, Chairman and Managing Director of Persistent Systems Ltd. was an exceptionally brilliant and truly inspirational program.

Name of the event: *India’s first leadership talk series by Dr. Anand Deshpande.*

Date of event: *January 24th 2019, 11.30-12.30PM*

Location of the event: *Samvaad hall of CRCE College.*

Sponsoring organisation: *MHRD Innovation Cell-Institutions Innovation Council (MIC - IIC)*

Total number of students attended: 187

Total number of Faculty members attended: 11

Webinar Summary

On January 24th, an informative and helpful webinar on leadership talks by **Dr. Anand Deshpande** (Founder, Chairman and Managing Director of Persistent Systems Ltd.) was organized by IIC-FrCRCE at Fr. CRCE College in Bandra. The objective of this webinar talk series is to learn from the experience of industry leaders. In this connection, Dr. Anand Deshpande (AD) was invited.

The webinar started with Dr. Abhay Jere, Chief Innovation Officer, MHRD Innovation Cell, welcoming Dr. Deshpande and introducing him to the audience. MHRD invited questions from students of different institutions all over India and over 100 questions were received which were compiled and put under three categories. The first category was what to do with start-ups, the second about the IT field and its development, the third about the career.

The questions that were asked are as follows:

Question 1:

In 1990 when AD came back to India, what was his motivation to start his own business?

The speaker replied that he had good opportunities in the US but he had a desire to come back to India. At that time he had a few projects in mind but always wanted to do something innovative on his own. In 1990, lack of telecom infrastructure, networking facilities made communication difficult. The government had the foresight of heading the software technology by helping software-based companies. He said that he was lucky enough to be part of the first round of STP businesses.

Question 2:

Ease of doing business in this generation is more compared to AD's generation. To send a single email to the U.S. AD had to travel to Mumbai. Did you face bureaucratic problems in business?

The speaker said that it was difficult back then to start a business but we have come a long way since then. The climate for entrepreneurship is a lot better now. Sure, challenges were high back then but the condition was same for everybody. The whole point of being an entrepreneur is to solve problems and rise above them. You just learn to face difficulties

Question 3:

For a young person who has come from U.S, completing his education there, working there and then adapting to Indian Bureacracy, did you feel frustrated and demotivated anytime?

The speaker replied that he always had customers willing to provide work. So he never felt like leaving. He had only been to the US for 5-6 years so it wasn't much different.

Question 4:

Students have a major doubt whether they should pursue their entrepreneurship ideas immediately after graduation or secure a job first, take some experience and then go for entrepreneurship because many a times students face a lot of pressure from parents, from society to settle with a good job and give up on their dream?

The speaker believed that the key to a successful entrepreneurship is to have a problem to solve. If you have a problem compelling enough to be solved and if you have the ability to deliver a solution for it, that's when you start becoming an entrepreneur. Self-employment is a happening thing around the globe. For a student who has just graduated, it's a good idea to work for smaller businesses where you will work with an entrepreneur, will get ideas, will start to think like an entrepreneur. You should start your own business only when you know what you are doing. It is not advisable to start a business and then figure out what to do.

Question 5:

Large number of students participating in Hackathons, come up with innovative ideas and new technologies and their entire approach is how to use this technology to solve a particular problem?

The speaker replied, when you are building a product for a company, the focus is upon building something that someone is willing to buy for a reasonable price to

make your business viable. Knowing a certain technology doesn't entirely make a business happen. Unless you verify the viability of the business and make sure you can sustain it, there is no point in starting a business.

Question 6:

Nowadays topics such as Machine Learning, Artificial Intelligence, Blockchain, have become buzzwords. Students would like to know the scope and business opportunities provided by such topics.

The speaker explained that companies like his own work in such areas of IT and they definitely would hire students working in such areas as it is in great demand. If you have a good understanding of such technologies and are willing to apply them to problems faced by customers then potentially a business can be emerged from it. For example, it is not just about learning Machine Learning, but applying it to real-life problems such as farmer's problems, water purification or any other potential area of interest.

Question 7:

There is a rising fear amongst students whether the jobs are getting evaporated or whether the team size is sinking as a result of which the opportunities in the market are reducing. Also freelancing trend is on the rise. Please elaborate on this topic.

The speaker said that technologies are pacing forward rapidly and those who can keep up with this pace will always be in demand. Those who do not stay up with ongoing changes will find it difficult to sustain. So students should understand that this is a continuous learning process and you will be expected to keep learning as you move along and part of the responsibility of upgrading your skill just begins in college and should be continued further even after college. There is a misconception that after college learning generally stops. This is untrue. The kind of skills needed for industry is changing rapidly along with changing technologies.

An example of such rapid growth was given by the speaker. He mentioned that some 10-20 years back smartphones did not exist. 4G-3G never existed. So the change is technology is huge. And if we extrapolate it to the upcoming 10 years you will observe this change again. Younger generation is more inclined to try out new things and changes. The kind of security they share or their ability to take chances is a lot better than their older generations. This is what is known as 'Uberization' of industry. Essentially it is an individual's own personal responsibility to make ends meet. People are looking at self-employment, learning new things on their own and then building a career out of it. We are expected to invest on our own long term career advancements and long term skill-building.

Question 8:

Do you feel that it would not be wrong to say that, every student has to think of himself as an entrepreneur?

The speaker replied with an affirmative. He recalled a book called named, 'Me Enterprise' and its idea that every individual is an entrepreneur and is writing his own enterprise. You may work for an employer but actually your employer is your customer. So you are responsible for your own business and you need to have your own mission and vision. Secondly, students should try to build their skills based on some technology and also, irrespective of what other people might say, the curriculum is not the problem. What you do with it is. You need to learn to do things on your own. The speaker feels platforms like Smart India Hackathon are brilliant and provide students with opportunities to present their ideas and apply their skills. Thirdly, communication skills are what takes you up in your career. Technologies will come and go but communication skills are lifelong.

Question 9:

When a student gets out of college and gets into a job as a software engineer, he later aspires to be a team leader, in managerial position. But when you say about taking leadership in your hands, does it reduce the need of managerial positions?

The speaker said that, while a person is in college he spend time acquiring technical skills. Divide 40 years of your job phase into 4 parts.

1. In the initial 10 years, start with Learning and Networking. Learn as much as you can and build a strong network of people. Be open to ideas.
2. In the second 10 year phase, that is in the 16 -17 year of career you should be an expert in a particular field
3. In the next phase you should be in a position called 'The Corner Office' phase. Plan out your decisions such that you see yourself in a corner office position.
4. The last phase you need to manage your financial condition and lifestyle and be in a position to know your retirement plans.

Question 10:

When you look back at your career do you think that you have gone through these specific phases?

The speaker replied, that his career graph was slightly different as he was a CEO already when he started and he remained in the job for 28 years. But his responsibilities had changed over the years and he did learn new things. He believes that every year we should learn something new and develop it. The extra years of

experience of an individual should count in value for the organisation and himself. This is something that the speaker is very conscious about.

Question 11:

When you are recommending career steps, are they gender-agnostic because sometimes at a certain stage girls are asked to stay with their family and how should women cope up with this?

-Question from Ayushi, IIT Kanpur

The speaker said, he feels that women are equally competent and capable as men. That said, there are gender-biased opinions in our society regarding women, but as long as jobs are concerned women have to chart their own path and we will see more and more women who have fantastic achievements in their fields.

Question 12:

Is India really prepared to handle Industry 4.0 and as a software industrialist do you feel that we have a huge role to play in it or how industry is evolving in that perspective?

-Question from Veer Patel, IIIT Kanchipuram

The speaker believes that Industry 4.0 is going to happen. More and more devices, activities are going to get sensors. People are going to be able to track activities, look at events, combine them to do exciting things. Maybe India is a few years behind, but we will get there. This can be viewed as an opportunity for young people to check into this new generation of inter-connected devices, interconnected factories. Software 4.0 is our methodology of building Industry 4.0. It deals with distributed architecture and with the kind of networks and technology that we possess, it is being implemented across everywhere.

Question 13:

Do you believe that a companies are slowly moving towards a model where campus recruitments will be in the form of hackathons or based on how you perform in your projects and interviews will not be taken?

The speaker feels that it is not one out of many. The hiring process is now moving to a model where a combination of aspects are involved. Hackathons demonstrate what an individual is building on his own and that is a skill that businesses will expect. Thus, hackathons will be another input into considering people while hiring. People also want good communicators so interviews will obviously remain.

Question 14:

Will you categorize yourself as a technocrat, or sales person or a manager?

The speaker said that he loves doing salesmanship and he thinks I he is a good salesperson. All businesses are developed from sales and whoever will sell well will do well. No body opts to be a salesman but they should. If you look at any business and you don't have sales and customers, the business does not exist. If you don't have your own technology you can resell someone else's technology. Thus, sales is the most fundamental part of any business.

Though it was one way session which prevented direct interaction between the speaker and the students, Dr. Anand Deshpande did try to help the students on planning their future more precisely. The MIC should be equally commended for reaching out to students by such new ways and explaining to them the importance of the term 'Innovation'. The students dispersed with a sincere hope that such talks should be organized again by the council.

Feedback from a student member:

"The session focused on answering an important question which is whether one should start their own business or work for a few years to gain knowledge and experience. Different topics such as self-employment, business models, currently required skill sets were discussed in detail. G one's own business were explained beautifully."

**Sumedh Deshpande,
TE Computers, Fr.CRCE Bandra**

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