



AISSMS
INSTITUTE OF MANAGEMENT
CRAFTING VALUED CORPORATE PROFESSIONALS
Approved by AICTE New Delhi, DTE Govt. of Maharashtra,
Affiliated to Savitribai Phule Pune University
Accredited by NAAC with 'A+' Grade



BEST PRACTICE 1:

1) Title: Specialization Club Competition for Student Enrichment

2) Objectives of the Practice:

- a) To develop holistic personality of students to transform them into valued management professionals.
- b) To foster student learning and development by participating in activities.
- c) To enhance various qualities and skills like team spirit, creativity, innovativeness, planning, decision making, communication skills, presentation skills, leadership skills amongst the students.
- d) To provide platform for students to participate in competition, showcase talent and learn from each others.

3) The Context:

- a) The management professionals are required to work in teams and lead the organization towards achievement of goals.
- b) The management professionals are require ability to effectively communicate in cross-cultural settings, especially in the business context and with society at large.
- c) Effective Communication, Leadership and Teamwork are Program Outcomes for MBA Program. The Specialization Club Competition is an attempt to develop communication skill, leadership ability and teamwork among students.
- d) Business world is very competitive. The future management professionals need to learn how to have healthy and fair competition. It also gives them classic opportunity to learn from competitors by setting benchmarks.



4) The Practice:

- a) In Specialization Club Competition first year students are divided in various groups like Div A, Div B, Div C and second year students are divided in Marketing, HR, Finance specialization groups. In this activity students compete in groups.
- b) Under Specialization Club Activity students showcase their talent through various competitions throughout the year like Book Review, Movie Review, Poster Making, Magazine Cover Page Design, Street Play, Repositioning Brand India, Make in India, Best out of Waste, Project Presentations, Gender Equality etc.
- c) Two prizes are given for the Specialization Club Competitions - Winner and Runner up Teams and Rolling Trophy.

5) Evidence of Success:

- a) The Specialization Club Competition is remarkably successful because students learn to work in teams. They don't hesitate to work with anyone from any group. The students form a strong bond amongst themselves.
- b) Students become ready to work even for long hours as they enjoy each other's company while working in teams.
- c) The students have developed a healthy spirit of competition and fair play.

6) Problem Encountered and Resource Required:

- a) In case of Specialization Club Competition students wanted to work with their friends from other specialization according to their comfort zone. It is difficult to make the students come out of their comfort zone and work with peers. It takes some time but at the end all students become ready to work in teams and their performance improves over time.
- b) The resources required for the activity are less.

7) Other Information:

The practice of Specialization Club Activity results in enriching holistic personality of students and transforming them into competent management professionals.



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BEST PRACTICE 2

1) Title: Internal Faculty Development Program

2) Objectives:

- a) To inculcate the culture of knowledge sharing in order to foster development of faculty members.
- b) To provide platform to faculty members for knowledge collaboration and learning from peers.
- c) It embarks a culture of continuous learning and up-gradation among faculty members to stay updated with emerging trends.
- d) It is a unique platform to develop faculty member's self confidence to take up higher assignments and corporate training.

3) The Context:

- a) The faculty members are required to go beyond the gamut of university prescribed syllabus and provide valuable inputs to students about contemporary trends in management. This is only possible if faculty members keep themselves aware and updated about current trends.
- b) The Institute has started the practice of Internal Faculty Development Program to provide platform to faculty members to explore and understand current trends and learn from peers.

4) The Practice:

- a) To encourage continuous learning, Internal Faculty Development Program is organized every year especially after completion of the academic term.
- b) Internal FDP is planned while preparing Academic Calendar. The faculty co-ordinator for Internal FDP is decided.
- c) All the faculty members conduct FDP for teaching staff either individually or in team.



- d) The faculty members select topic of FDP which is related to new concept or emerging trend in management. The faculty members communicate the topic to FDP co-ordinators in advance.
- e) Internal FDP timetable is circulated well in advance.
- f) The faculty members prepare rigorously and conduct FDP. The faculty member/s who conducts FDP arranges light refreshment for all at the end which encourages team spirit.
- g) The faculty members cover various topics related to teaching pedagogy like – Experiential Learning, Case Presentations, Parables – An Effective Teaching Tool, Management Games etc.
- h) Faculty members cover various topics like Team Building, Leadership rediscovered through Communication Skills, VUCA World, Turn Around Strategies, etc
- i) To enhance the mental strength of the faculty members various topics are explored like Miracle of Yoga, How to Develop Positive Mental Attitude, Visualization: Taping the Hidden Power of Mind, Lets Connect the Soul, Six Thinking Hats, Critical Thinking, Neuro Linguistic Program and Creativity etc
- j) To gain the knowledge about new trends in various fields of Management, variety of topics are covered like Current Trends in Finance: GST, Demonetization, Emotional Intelligence, CSR, Workforce Agility, Work Life Balance, Social Media Marketing, Guerilla Marketing, Talent Management, Cloud Computing, etc.

5) Evidence of Success:

- a) The Internal Faculty Development Program has resulted in learning new concepts and emerging trends in management and teaching pedagogy.
- b) The knowledge gained in Internal Faculty Development program in turn help the faculty members to improve quality of teaching.
- c) The Internal Faculty Development Program has helped faculty members to boost up their confidence, enhance knowledge and improve their presentation skills.
- d) The faculty development activities have helped to create the strong bond among all faculty members resulting in team building.



6) Problem Encountered and Resource required:

- a) Initial inertia among faculty members for knowledge sharing and cross functional collaboration. But over a period of time the faculty members realize the joy of sharing and learning from each other.
- b) There is time constraint due to the semester pattern.
- c) For Internal FDP very less resources are required.

7) Other Information:

The practice of Internal Faculty Development Program has lead to enrichment of faculty members to improve quality of education.



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