



ONE DAY WORKSHOP ON SKILL LITERACY..

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THE ROAD AHEAD IN SKILL

SESSION – 1

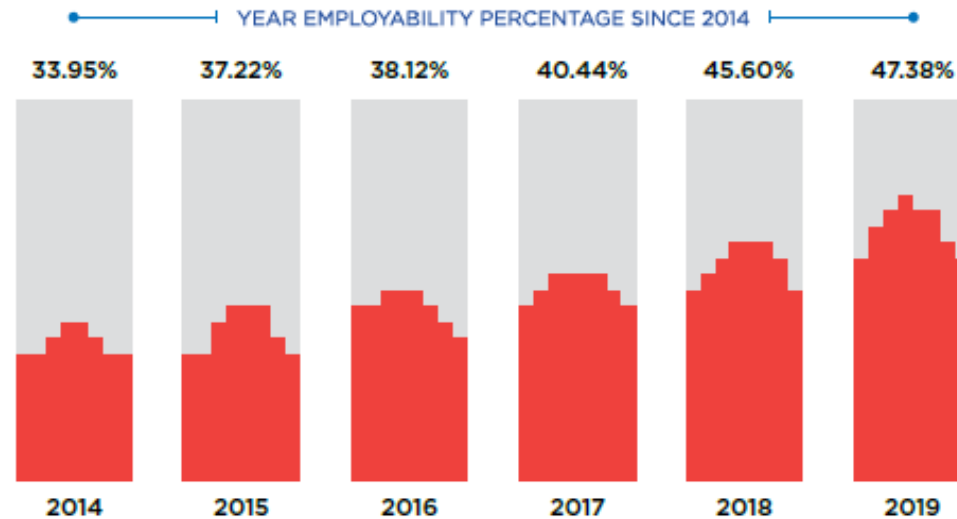
- SKILL REPORT & SCOPE OF MECHANICAL ENGINEERING

SESSION – 2

- MOTIVATION & OPPORTUNITIES

INDIA'S SKILL REPORT – 6 Years

HOW HAS AVAILABILITY OF EMPLOYABLE TALENT CHANGED?

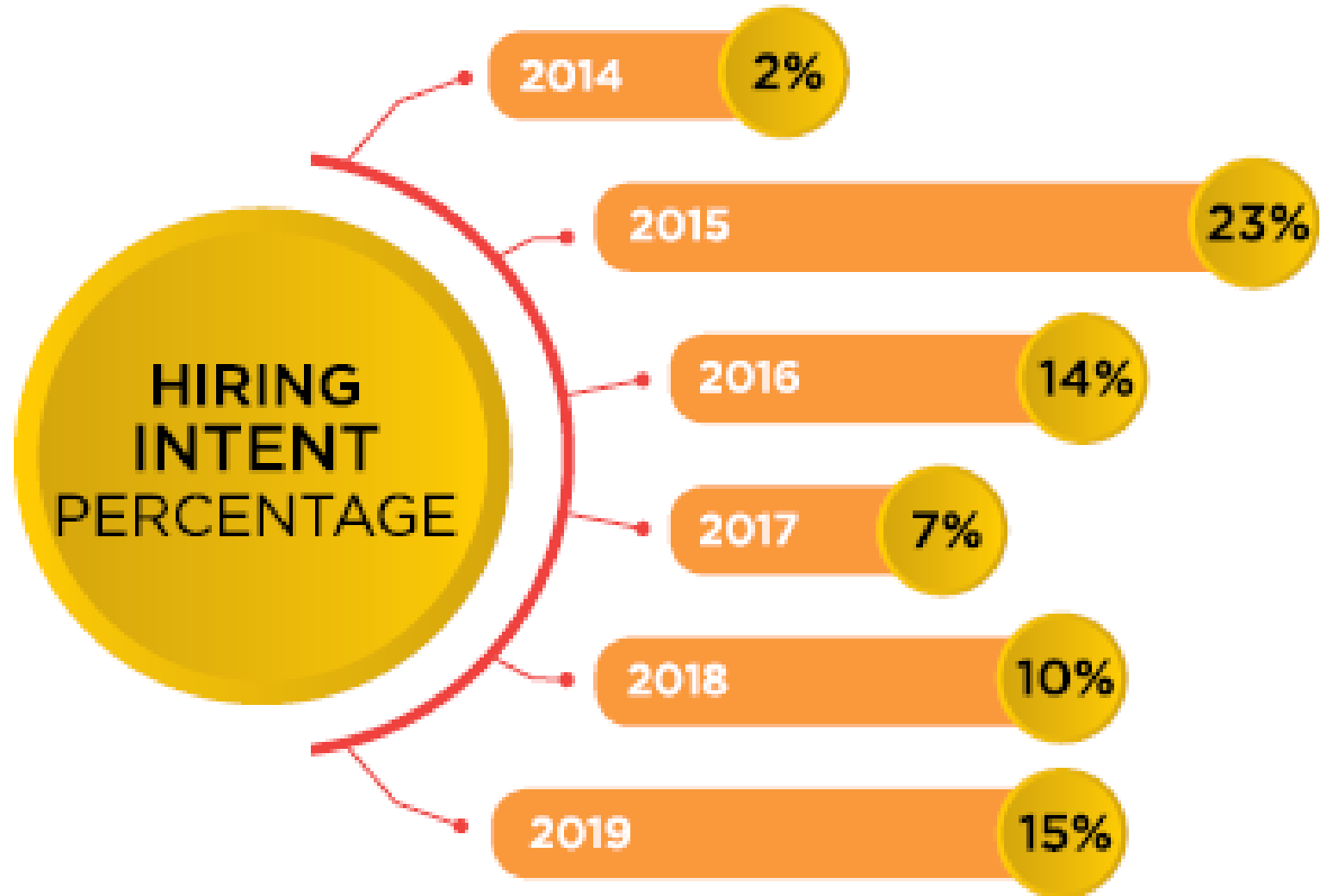


WHICH DOMAINS HAVE MORE EMPLOYABLE TALENT?

YEARS

SKILLS	2014	2015	2016	2017	2018	2019
B.E/B.Tech	51.74%	54.00%	52.58%	50.69%	51.52%	57.09%
MBA	41.02%	43.99%	44.56%	42.28%	39.4%	36.44%
B.Arts	19.10%	29.82%	27.11%	35.66%	37.39%	29.3%
B.Com	26.99%	26.45%	20.58%	37.98%	33.93%	30.06%
B.Sc	41.66%	38.41%	35.24%	31.76%	33.62%	47.37%
MCA	43.62%	45.00%	39.81%	31.36%	43.85%	43.19%
ITI	46.92%	44.00%	40.90%	42.22%	29.46%	NA
Polytechnic	11.53%	10.14%	15.89%	25.77%	32.67%	18.05%
B.Pharma	54.65%	56.00%	40.62%	42.30%	47.78%	36.29%

HOW HAS THE HIRING INTENT CHANGED EVERY YEAR ?



WHICH SECTORS HAVE HIRED THE MOST ?

YEAR	TOP SECTORS
2014	BFSI, Pharma & Healthcare, Telecom
2015	Hospitality (including Aviation , Tour Travels), BFSI, Core Sector (Oil, Gas, Steel etc.)
2016	Retail ,E-commerce & Transport, Pharma & Healthcare
2017	Core Sector(Oil & Gas, Steel Minerals), Software/Hardware, Auto Ancillary
2018	BFSI, Retail
2019	BFSI, Software/Hardware, Manufacturing



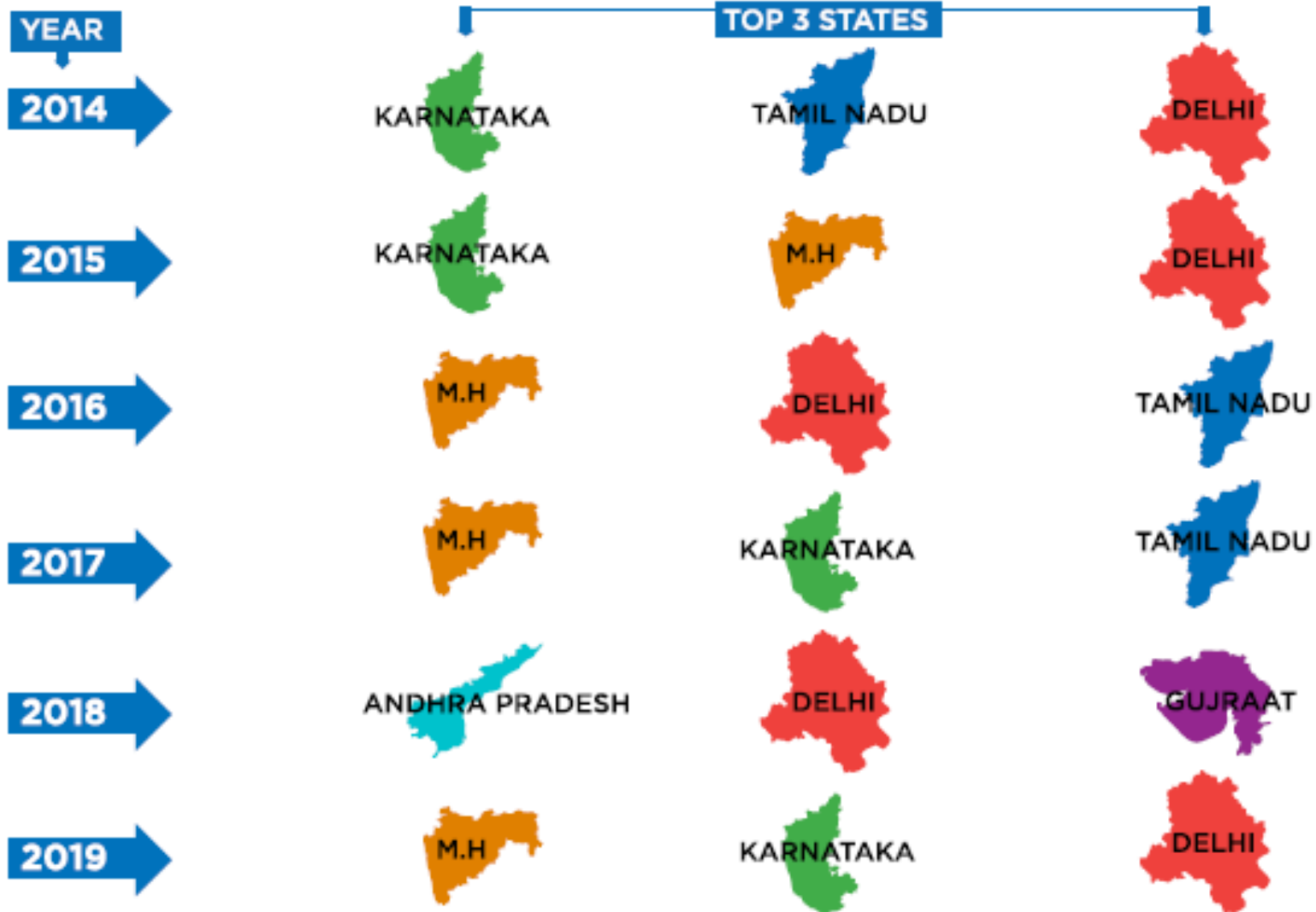
CANDIDATES FROM WHICH DOMAIN HAVE HIRED THE MOST ?



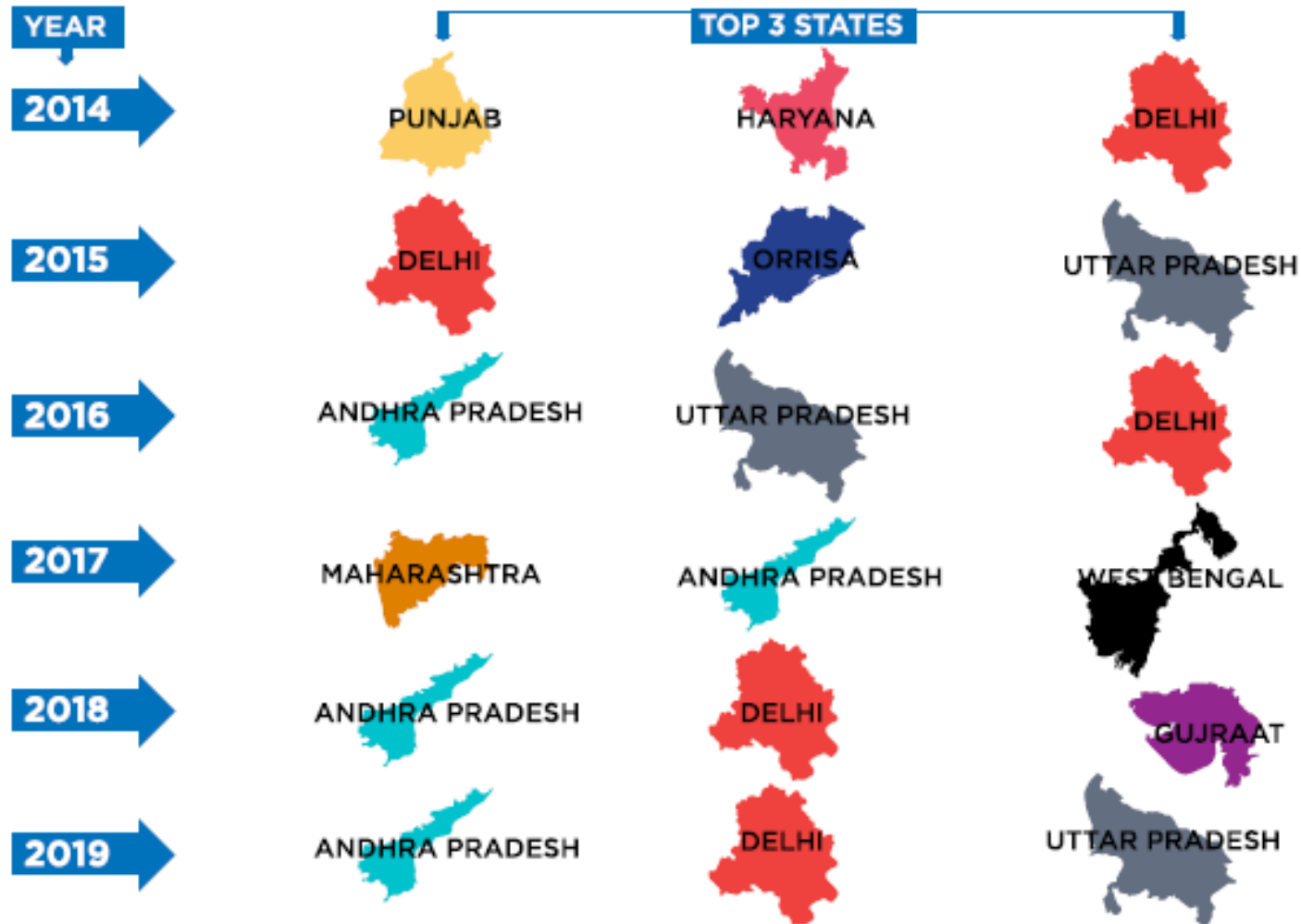
DOMAIN WISE PERCENTAGE

	2014	2015	2016	2017	2018	2019
Undergraduate or Equivalent	6	6	8	6	14	12
ITI	6	7	14	13	7	12
Polytechnic	8	4	7	11	4	7
PG Or Equivalent (MCA/MSC/MA/M.com/CA/M.Tech)	6	8	8	6	10	11
Management or Equivalent -MBA, PGDM	22	22	16	16	19	13
Graduates - BCA/BBA/B.Com/BSc.etc	24	23	23	23	24	22
Engineers (BE/B.Tech)	28	29	25	25	22	23

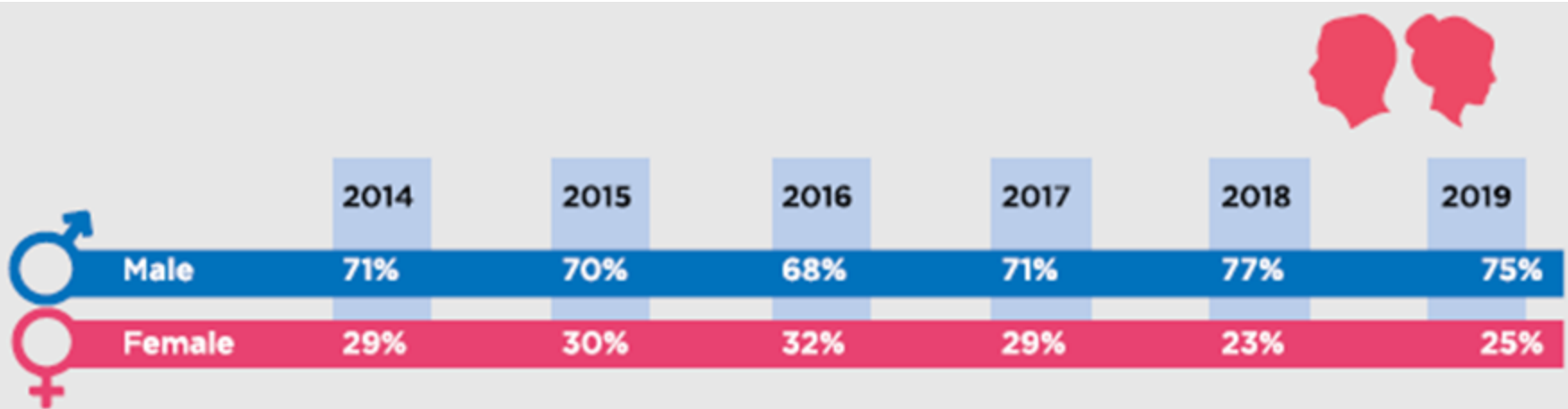
WHICH WERE THE STATES WITH MAXIMUM HIRING ACTIVITY ?



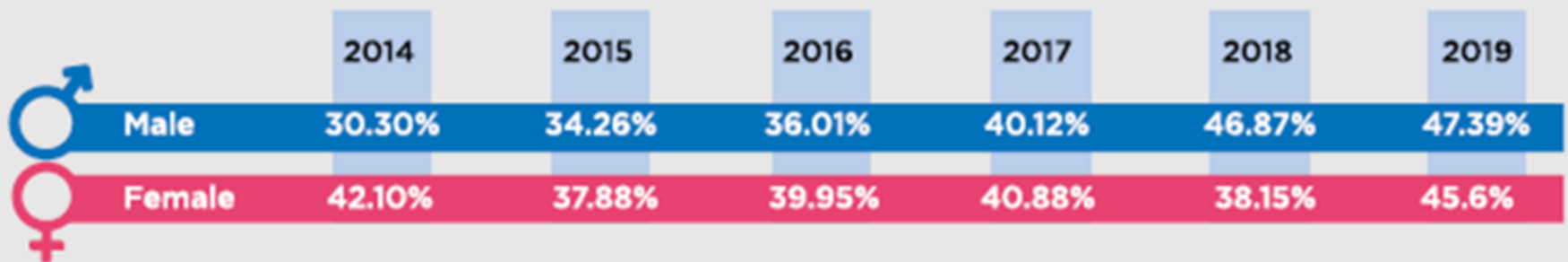
WHICH WERE THE STATES WITH MAXIMUM SUPPLY OF EMPLOYABLE TALENT ?



MEN V/S WOMEN : PARTICIPATION AT WORK



MEN V/S WOMEN : EMPLOYABILITY



EXECUTIVE SUMMARY

Major trends from the job & skills markets

- ✓ Employability & hiring trends
- ✓ Automation & its impact on industries
- ✓ New types of job which are re-coming into pictures
- ✓ Preference – candidates and employers job preference.
- ✓ 29 states, 7 union tertiaries & 3000+ educational campuses & assessed over 3.5 lacs candidates.
- ✓ On parameters like
 1. Knowledge
 2. Skill
 3. Aptitude
 4. Behavioral components

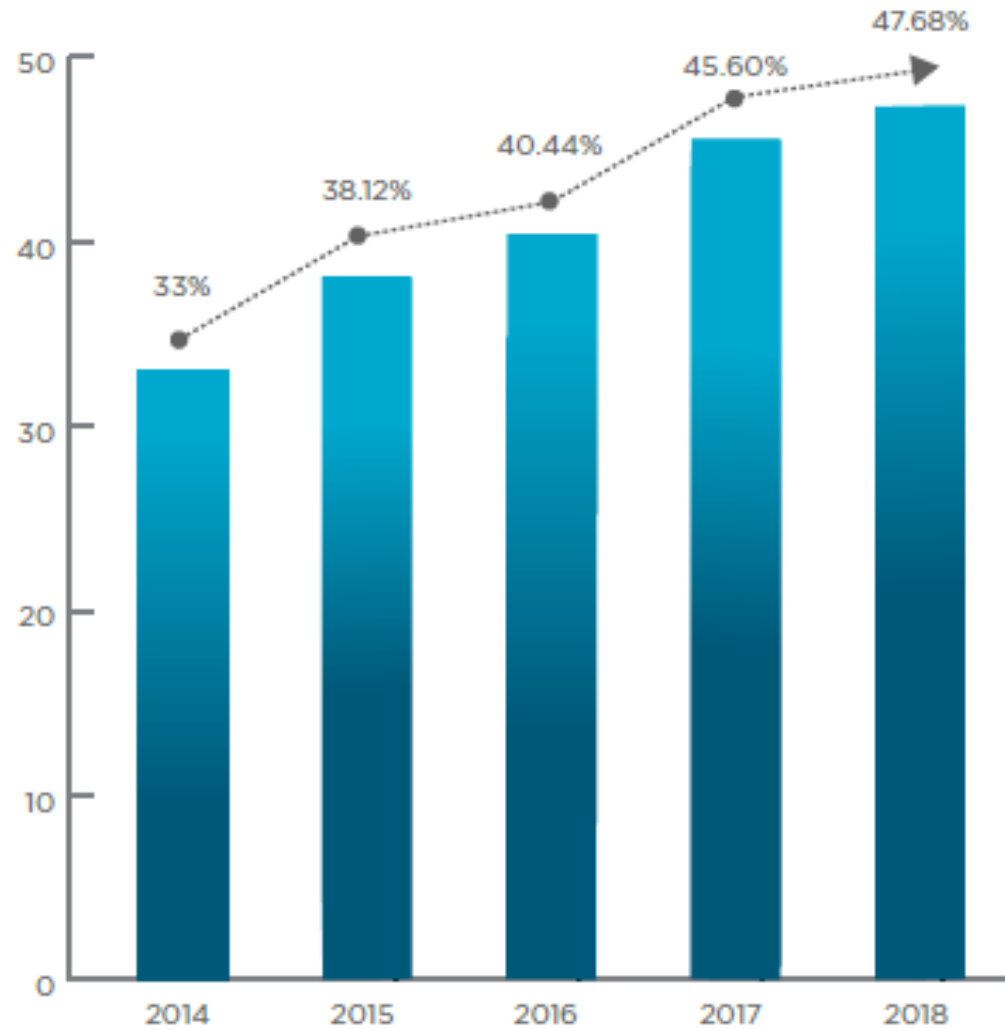


EXECUTIVE SUMMARY

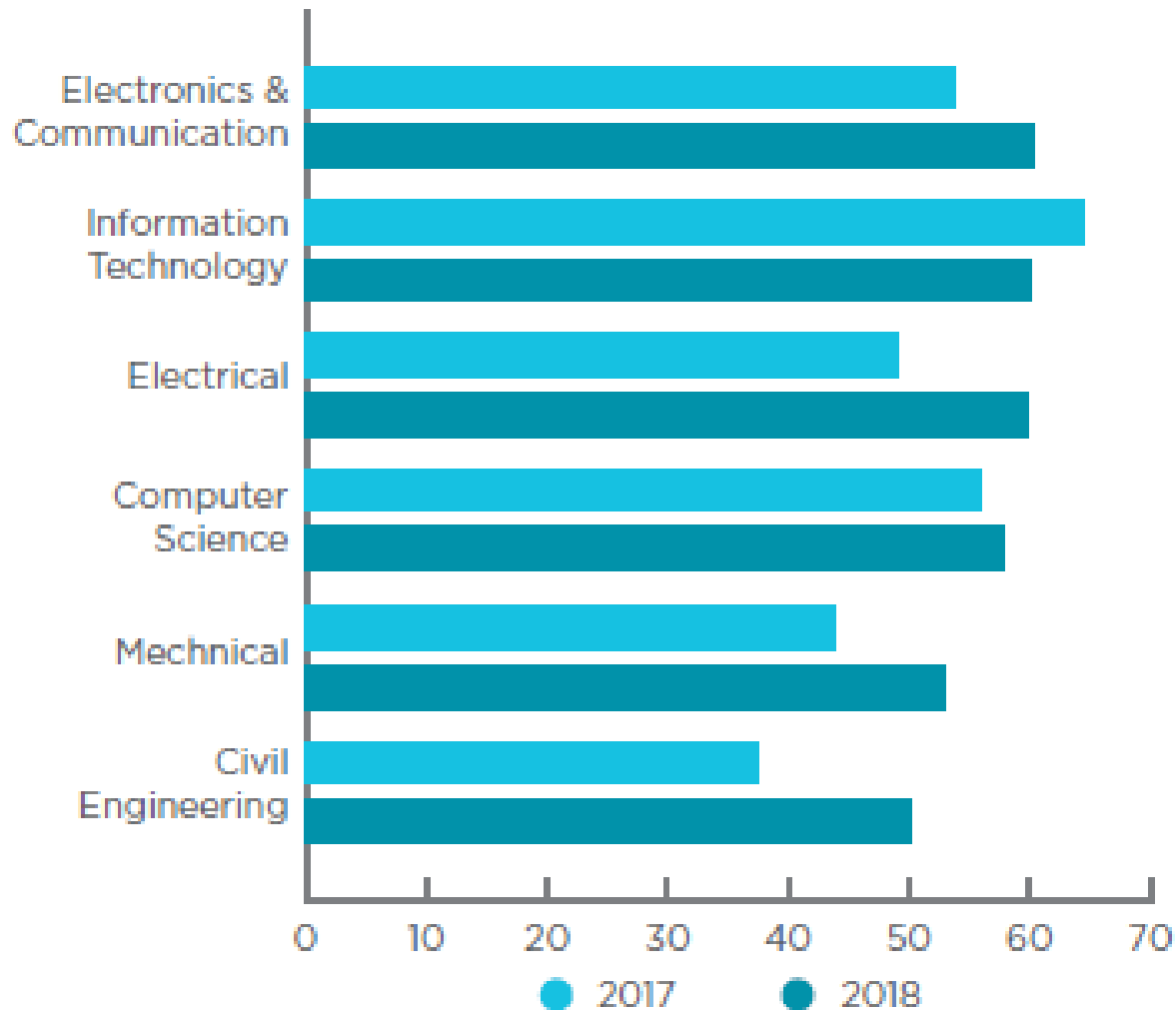
Employability continuous to rise :

- ✓ Reaches a new high of 47% this year
- ✓ Engineer still the most employable of the lot, MBA course lose shine
- ✓ Hiring intent gets more positive this year – 15% increase in hiring against 2018 hiring numbers
- ✓ Technologist companies expected to pick up on hiring after a gap of 3 years

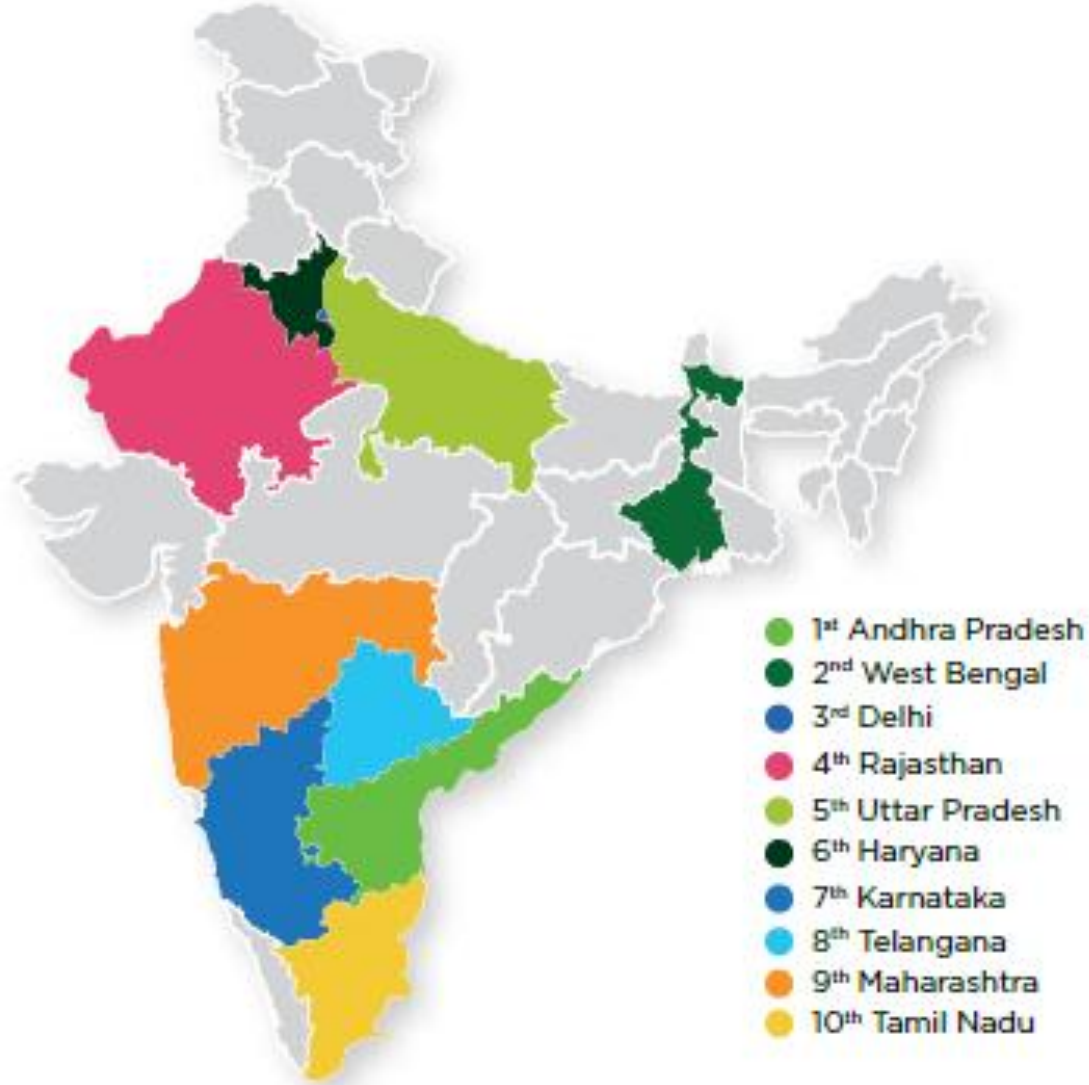
OVERALL EMPLOYABILITY



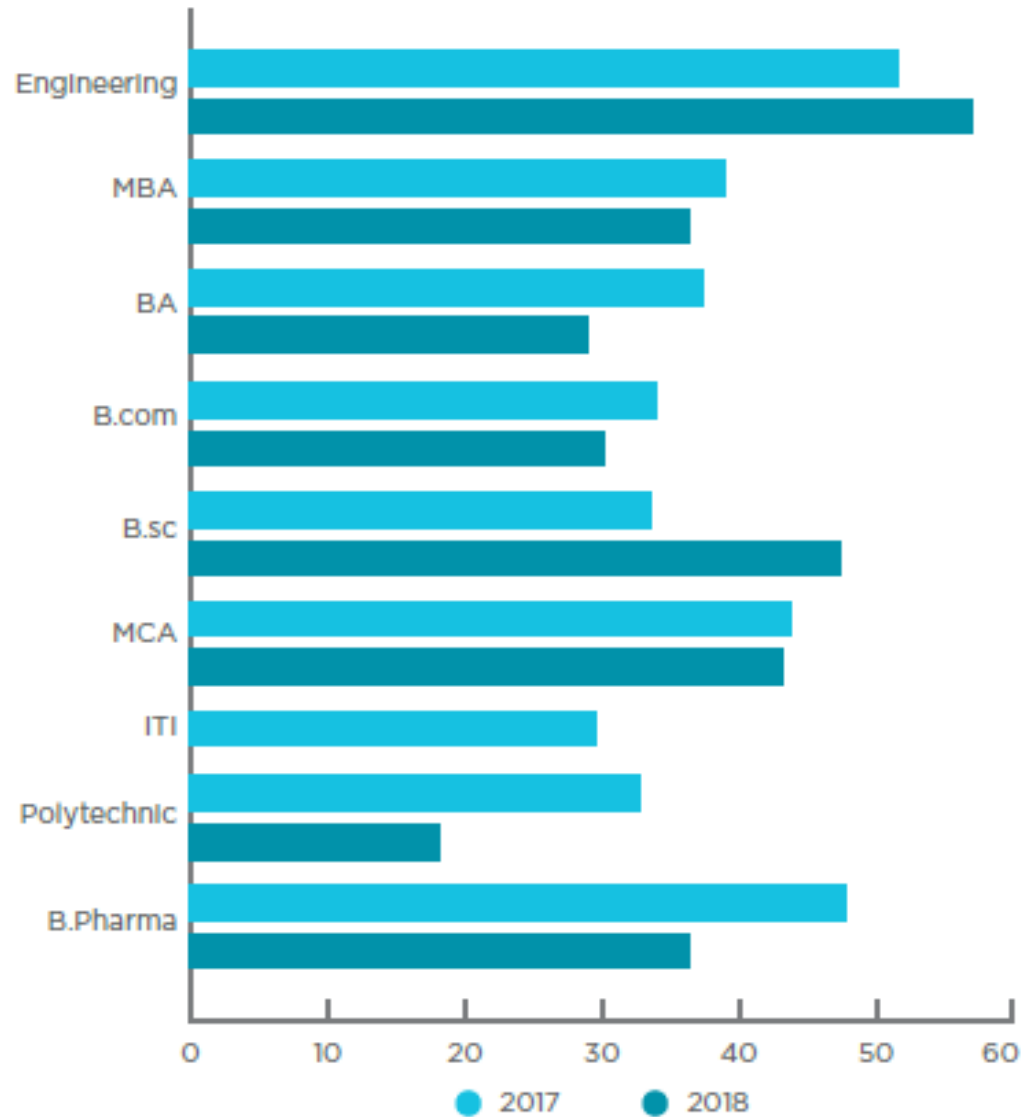
ENGINEERING COURSES WISE EMPLOYABILITY



TOP 10 STATES WITH HIGHEST EMPLOYABILITY



DOMAIN WISE EMPLOYABILITY



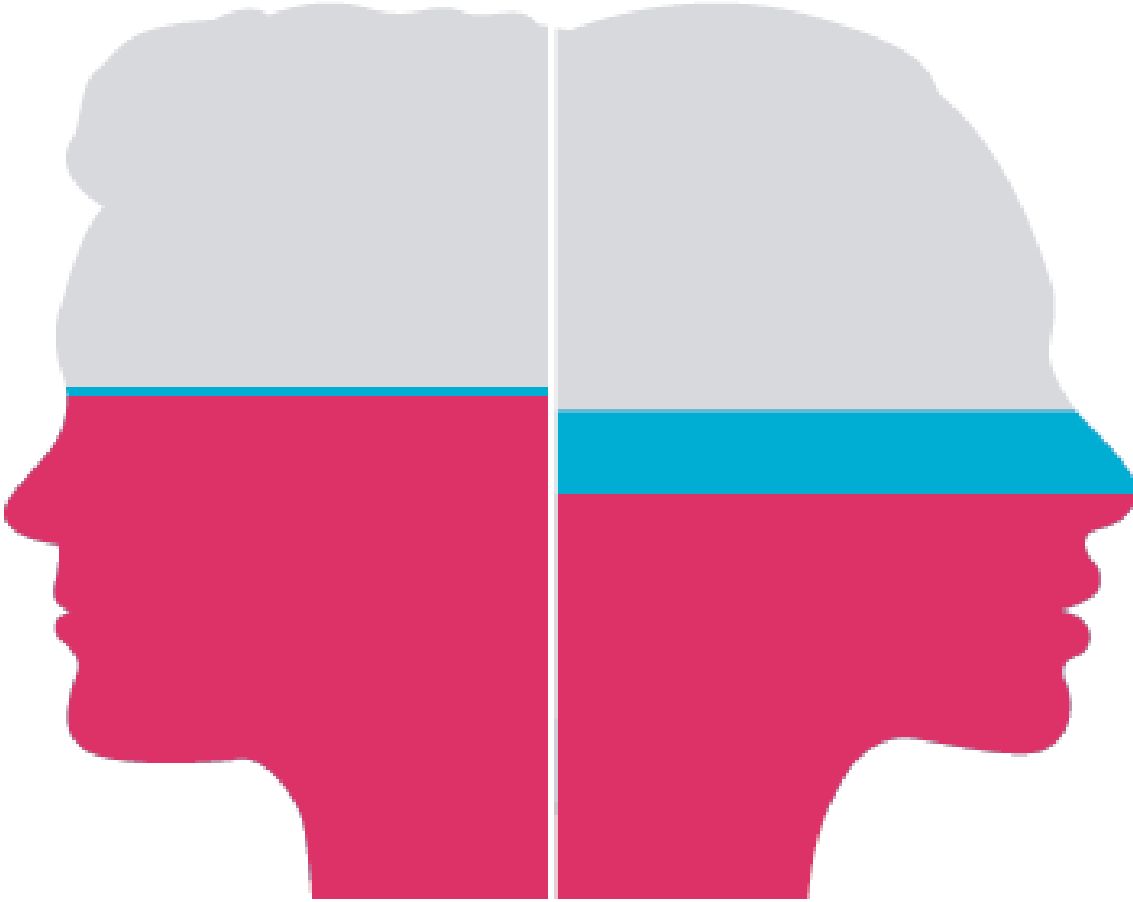
CITIES WITH HIGHEST EMPLOYABILITY

S No.	CITY
1	Bengaluru
2	Chennai
3	Guntur
4	Lucknow
5	Mumbai
6	New Delhi
7	Nashik
8	Pune
9	Vishakhapatnam

SKILLS AVAILABILITY STATE WISE

LEARNING AGILITY	ADAPTABILITY	INTERPERSONAL SKILLS	EMOTIONAL INTELLIGENCE	CONFLICT RESOLUTION	SELF DETERMINATION
Karnataka	Maharashtra	Delhi	West Bengal	Andhra Pradesh	Karnataka
Rajasthan	Haryana	West Bengal	Telangana	Telangana	Uttar Pradesh
Delhi	Karnataka	Uttar Pradesh	Andhra Pradesh	Tamil Nadu	Maharashtra
Tamil Nadu	West Bengal	Rajasthan	Maharashtra	Karnataka	Delhi
West Bengal	Rajasthan	Karnataka	Uttar Pradesh	Maharashtra	Rajasthan
Maharashtra	Delhi	Haryana	Tamil Nadu	Uttar Pradesh	Telangana
Telangana	Uttar Pradesh	Maharashtra	Karnataka	Rajasthan	Gujarat
Uttar Pradesh	Telangana	Telangana	Rajasthan	Haryana	Punjab
Andhra Pradesh	Andhra Pradesh	Andhra Pradesh	Delhi	Delhi	Tamil Nadu
Haryana	Tamil Nadu	Tamil Nadu	Haryana	West Bengal	Andhra Pradesh

GENDER WISE EMPLOYABILITY



Male 47% 48% Female 38% 46%

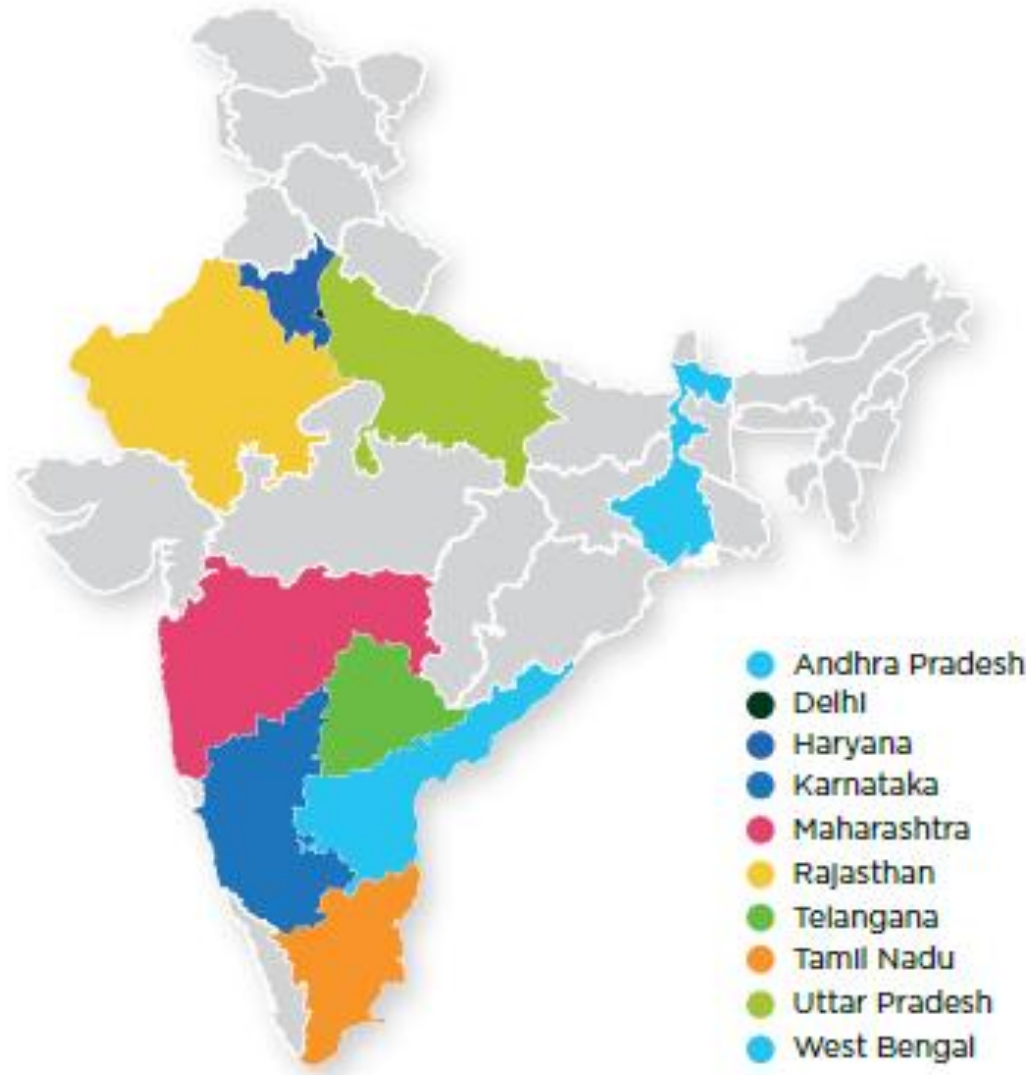
● 2017 ● 2018

MALE EMPLOYABILITY STATE WISE

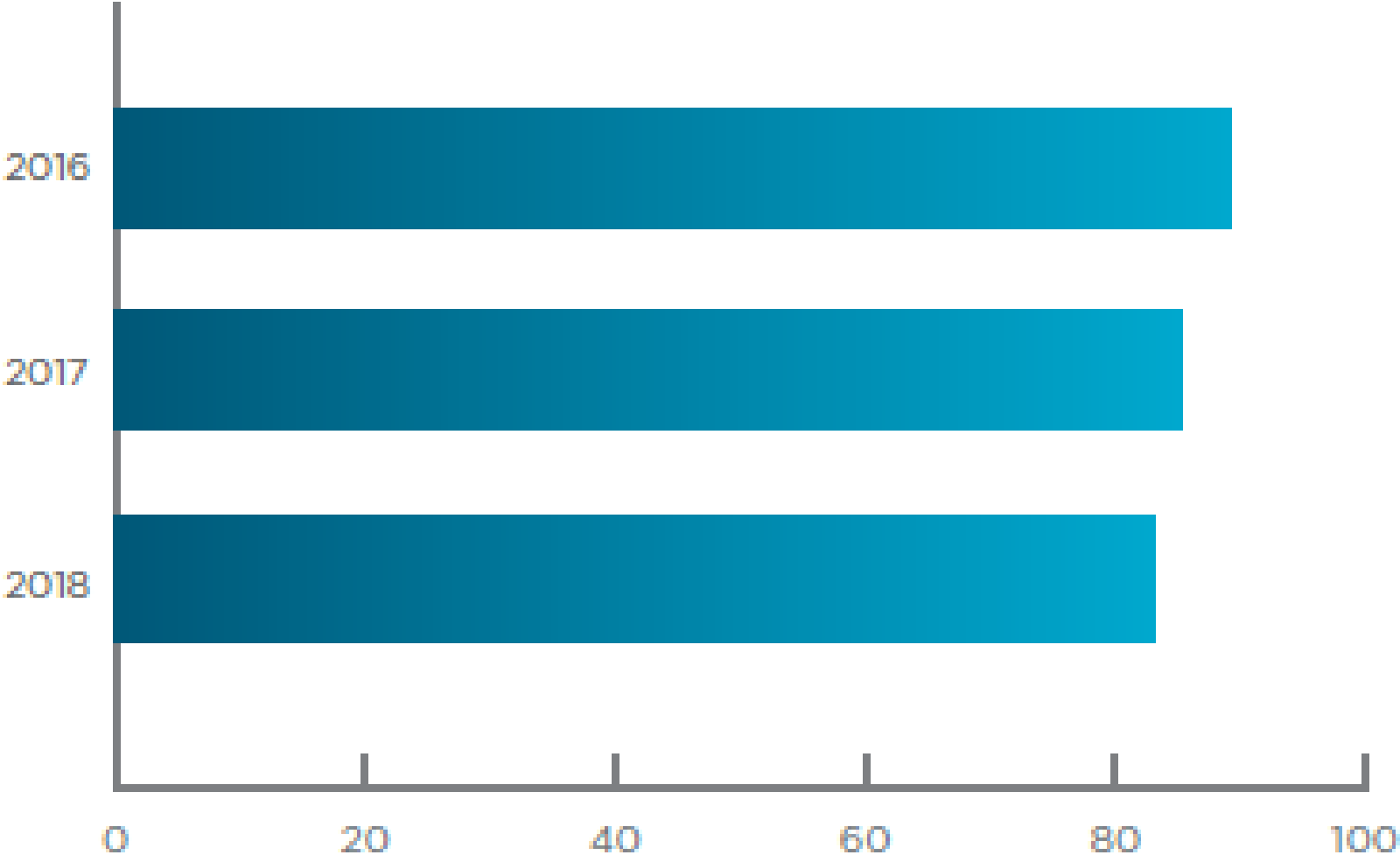
MALE EMPLOYABILITY STATE WISE



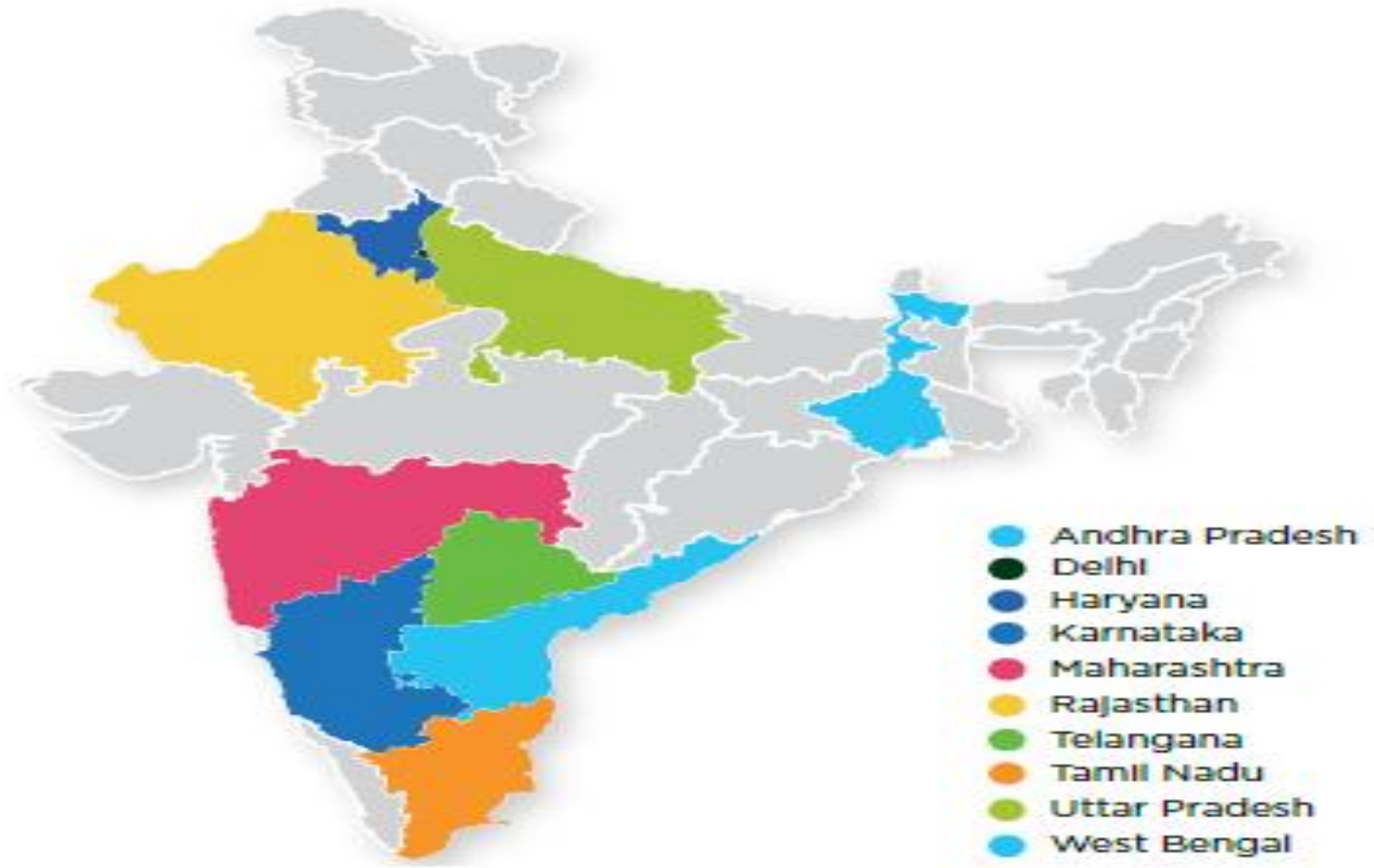
FEMALE EMPLOYABILITY STATE WISE



PREFERENCE FOR INTERNSHIP



PREFERENCE FOR INTERNSHIP STATE WISE



PREFERRED SALARY RANGES



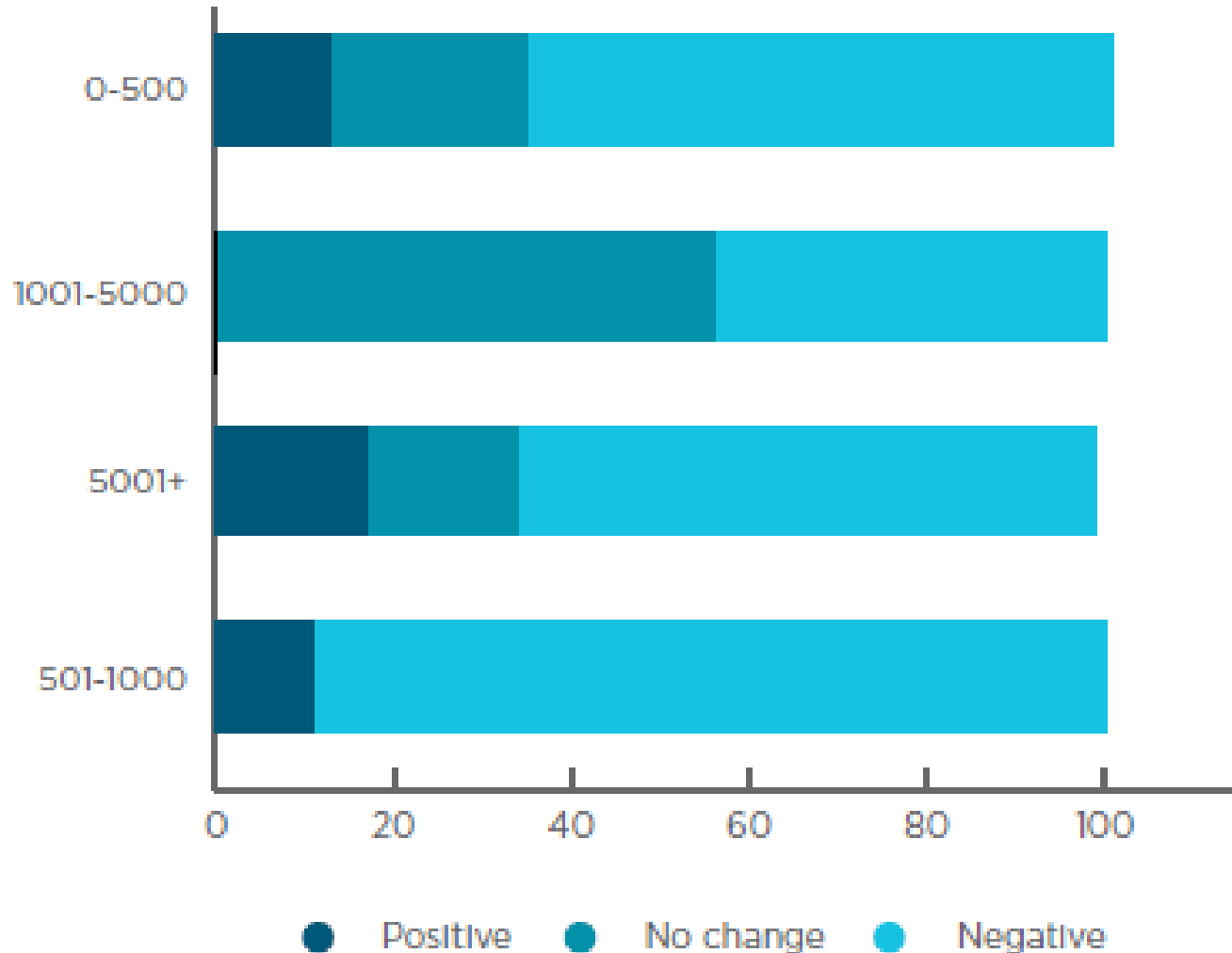
PREFERENCE FOR WORK STATE WISE



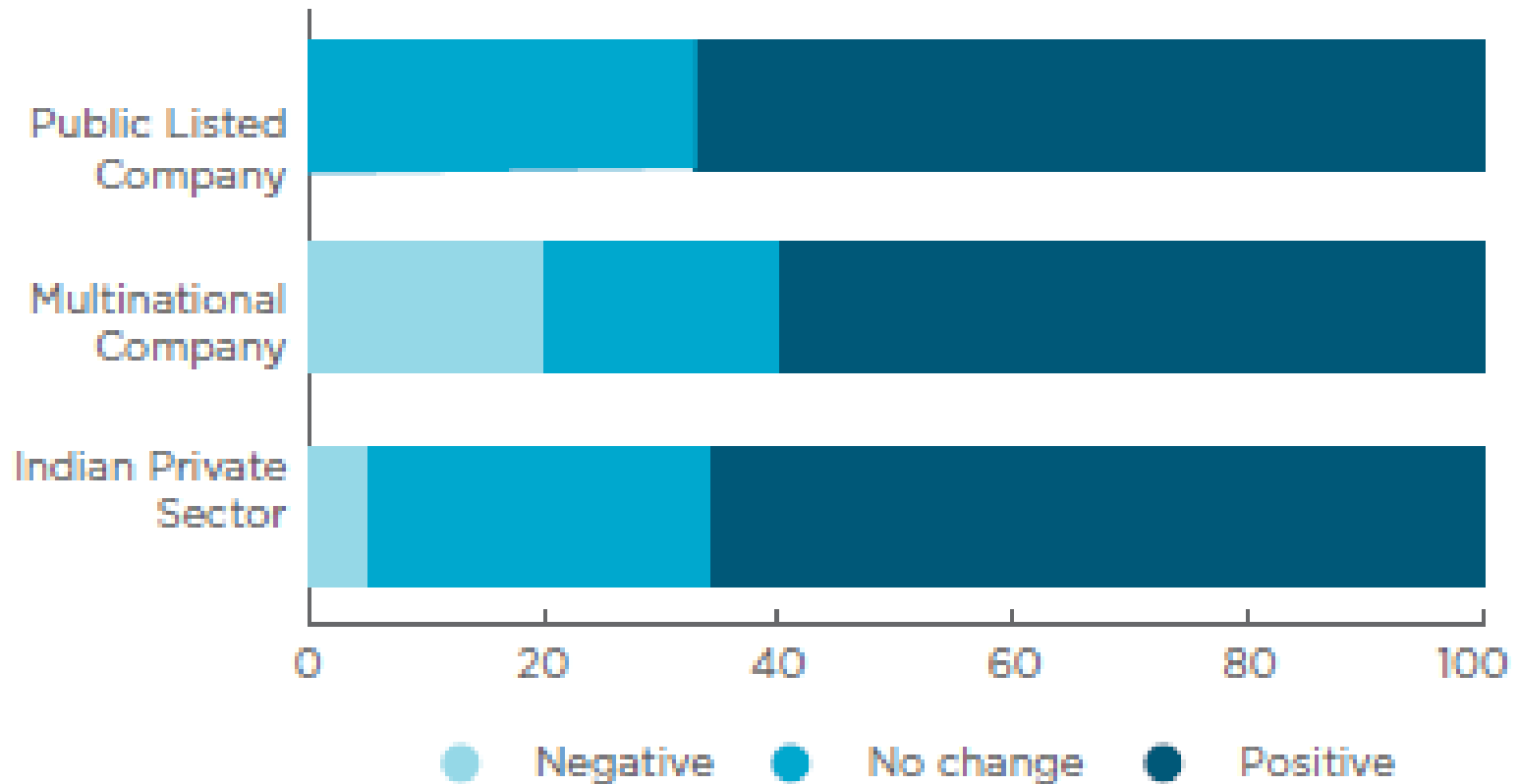
OTHER SECTORS JOINING THE PARTY

Banking Financial Services & Insurance	10-15%
BPO, KPO & ITES	10-15%
Core Sector (Oil & Gas, Power, Steel, Minerals, etc.)	<10%
Engineering & Automotive (Auto & Auto Components)	>15%
Manufacturing	<10%
Others & Diversified	10-15%
Pharma & Healthcare	10-15%
Software, Hardware & IT	>15%
Travel & Hospitality (Including Aviation, Tours & Travels, Hotels)	>15%

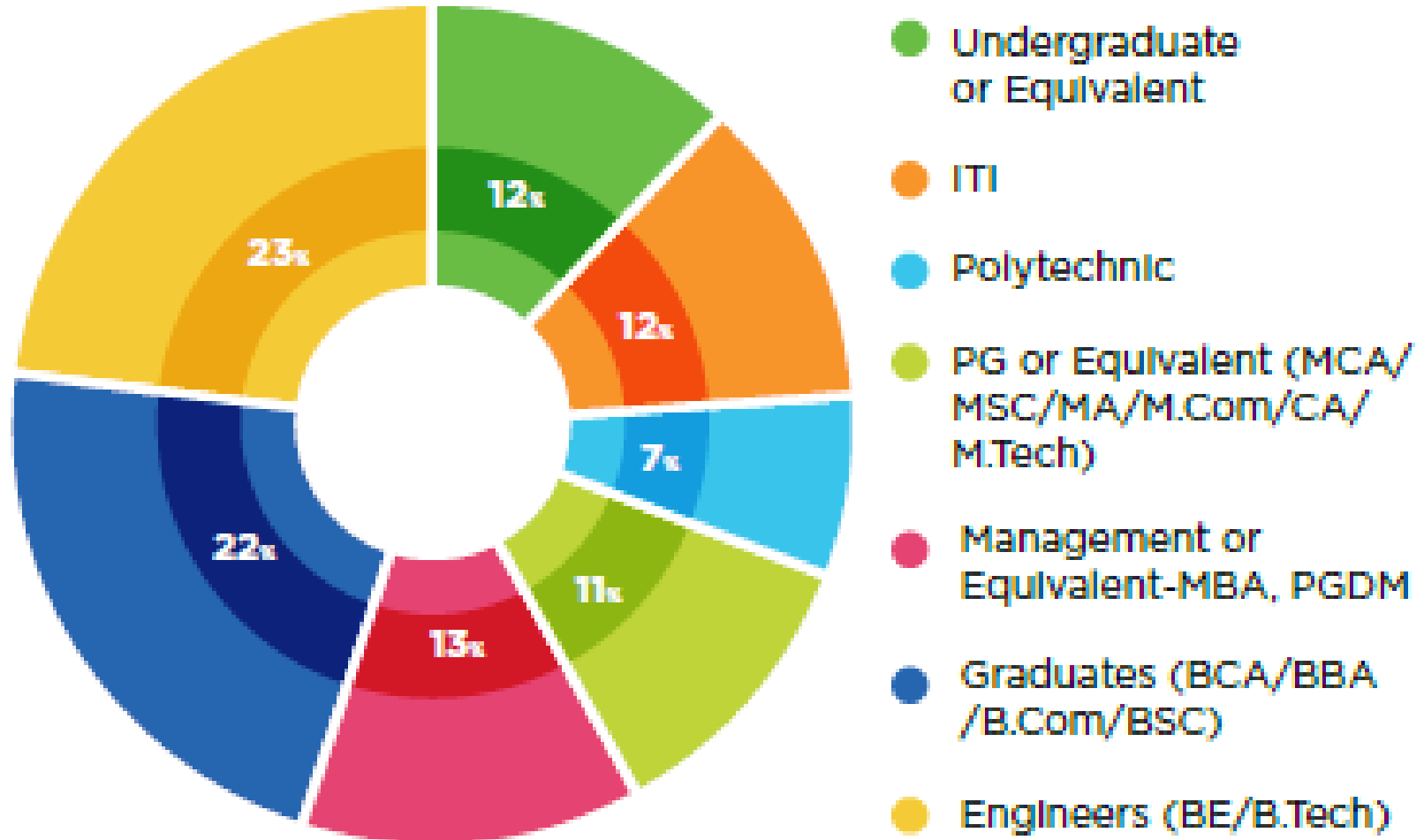
HIRING INTENT : BY COMPANY SIZE



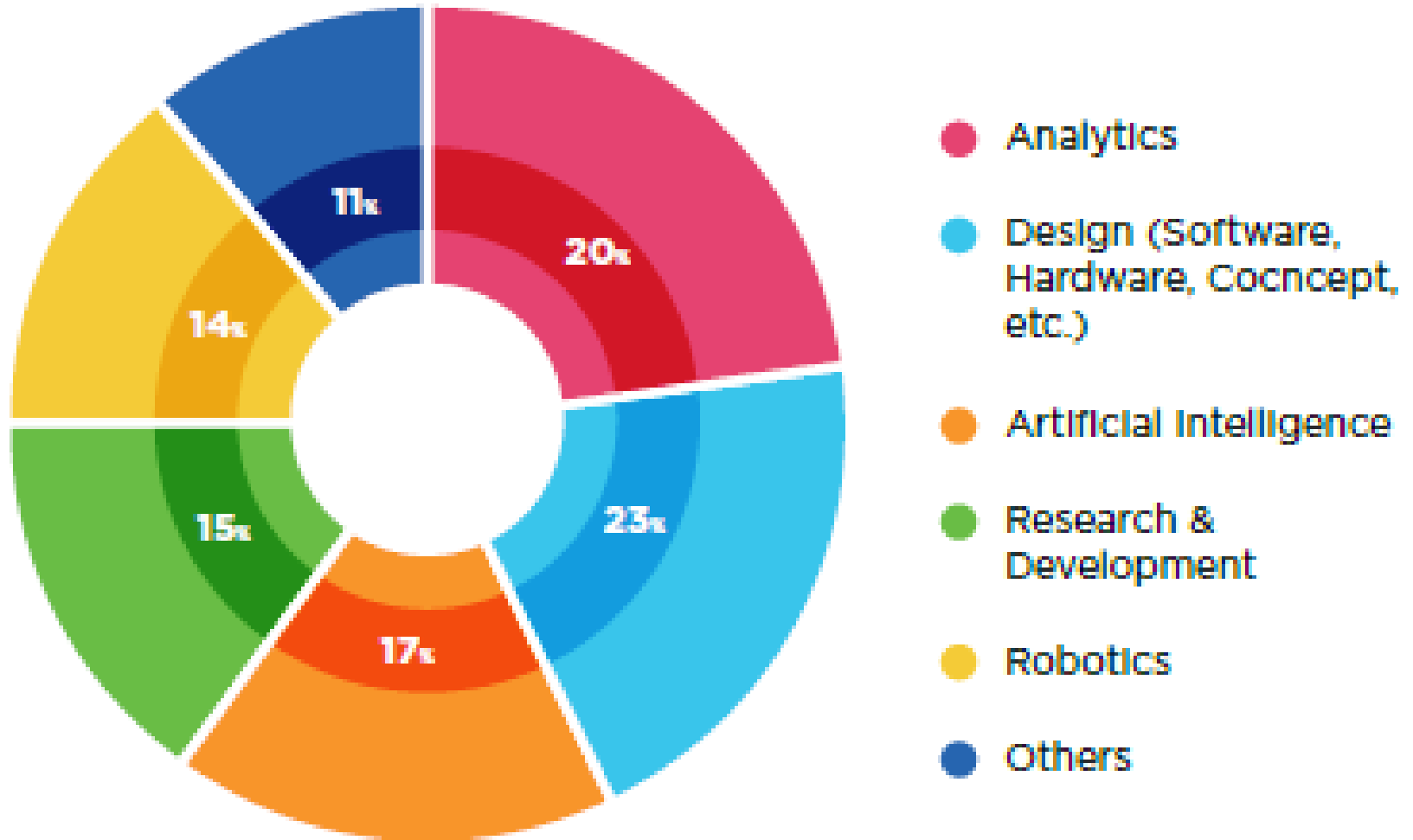
HIRING INTENT : BY COMPANY TYPE



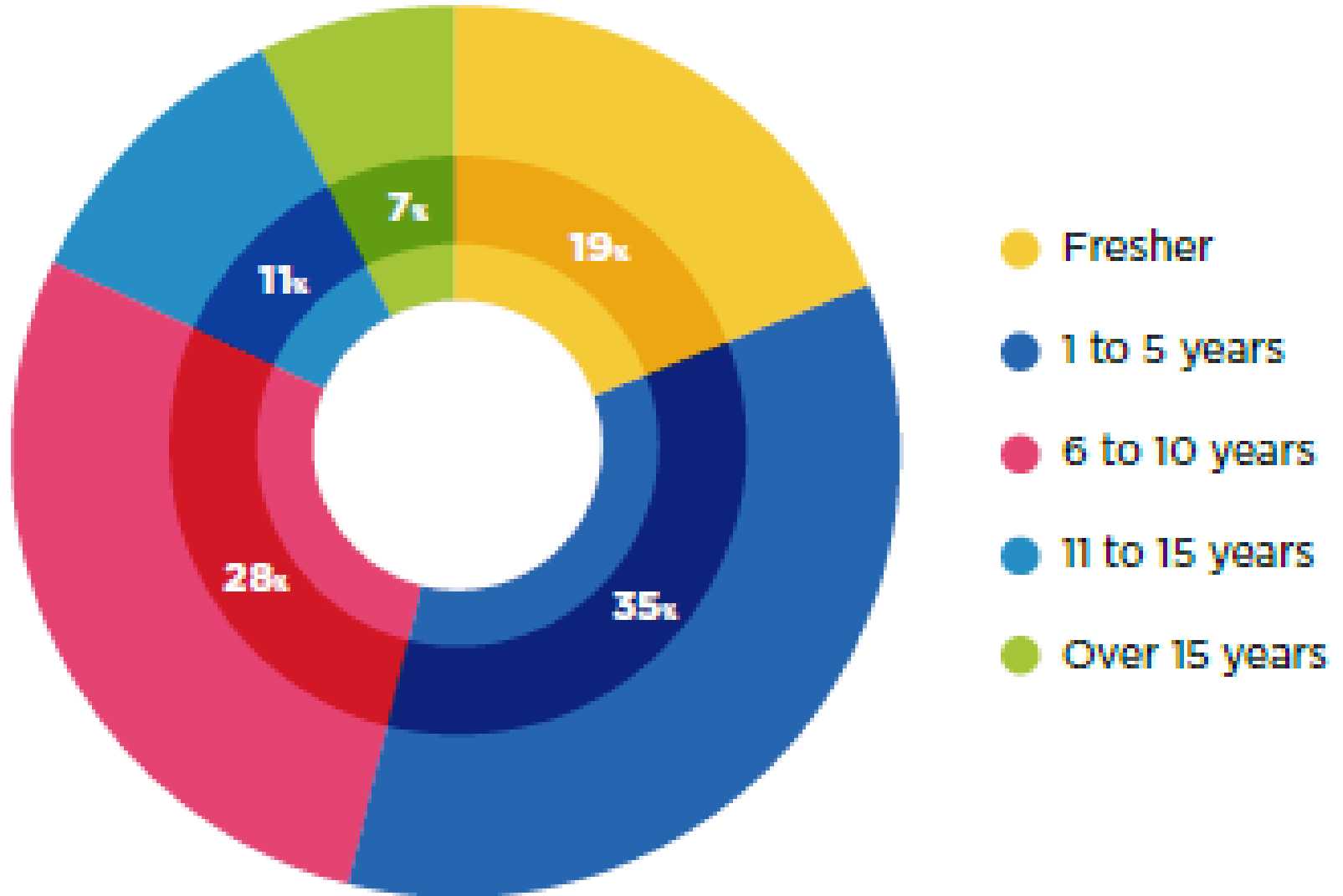
HIRING INTENT : BY EDUCATION DOMAIN



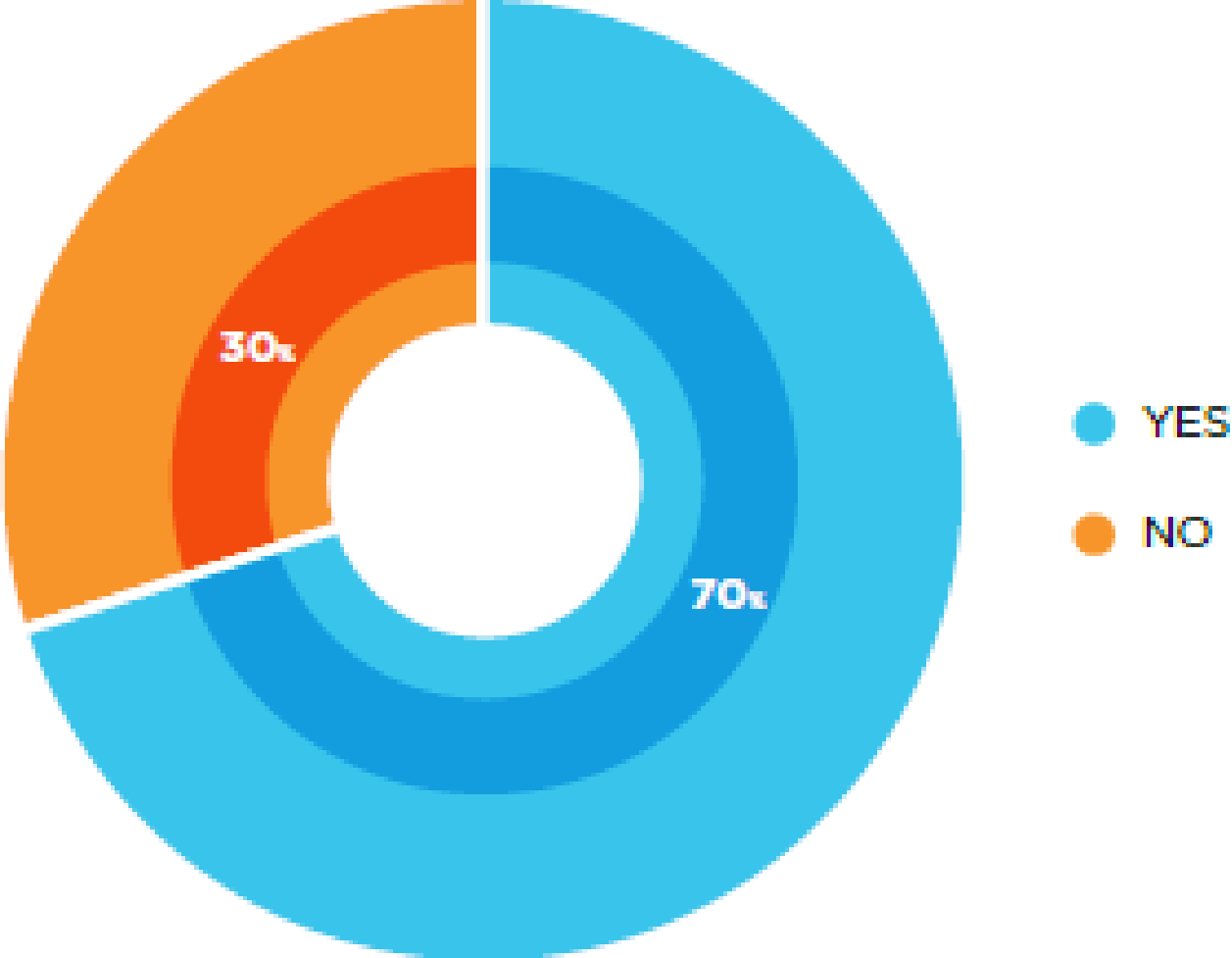
DESIGN JOBS – HIGH ON DEMAND



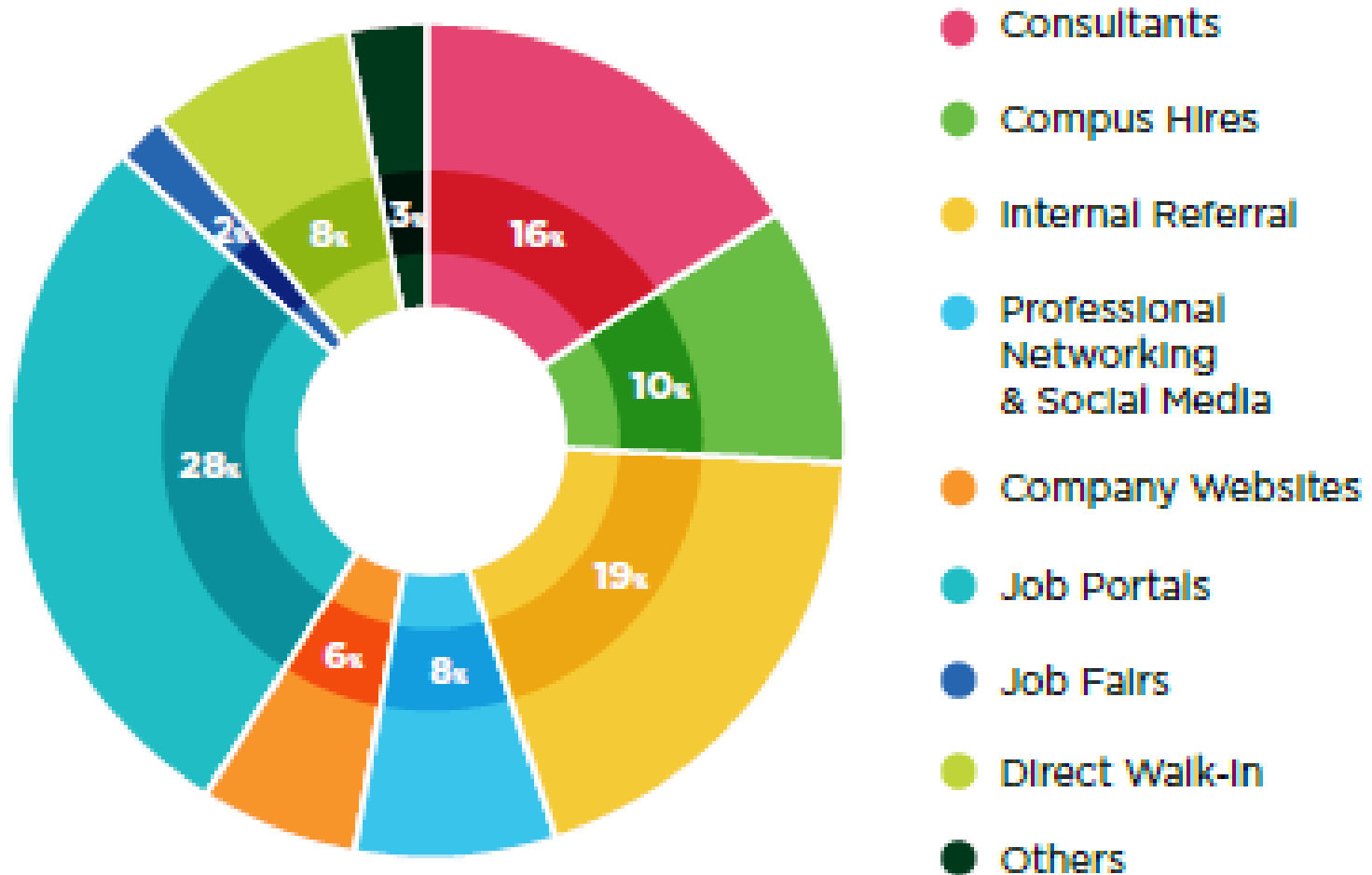
HIRING INTENT BY WORK EXPERIENCE



AWARENESS FOR APPRENTICESHIP SCHEME AMONG CORPORATES



PREFERRED SOURCING CHANNEL



TOP 3 SOURCING CHANNELS

SOURCING CHANNEL	PERCENTAGE USED
Job Portals	28%
Internal referral	19%
Consultants	16%

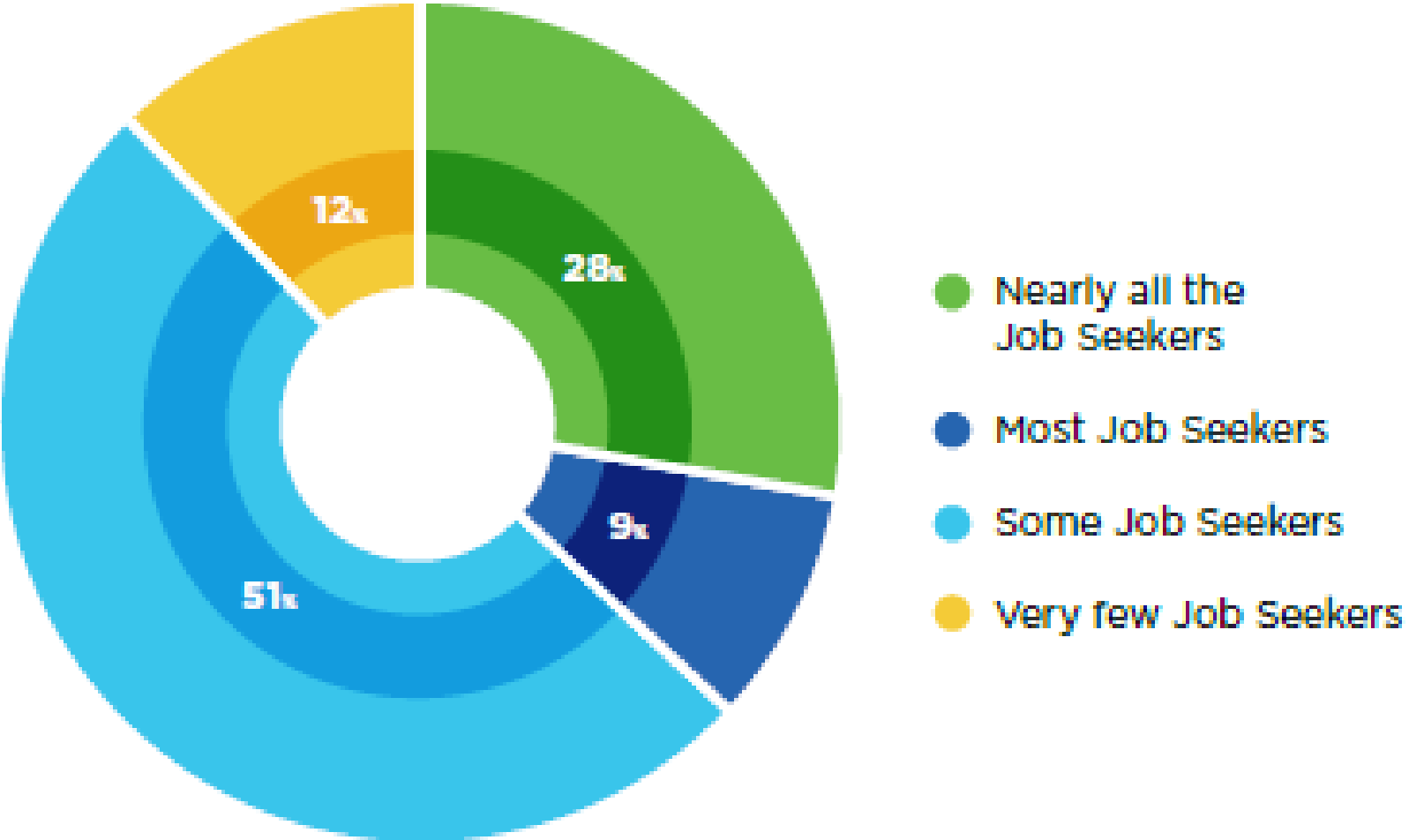
LESS PREFERRED SOURCING CHANNELS

SOURCING CHANNEL	PERCENTAGE USED
Company Websites	5%
Others	3%
Job Fairs	2%

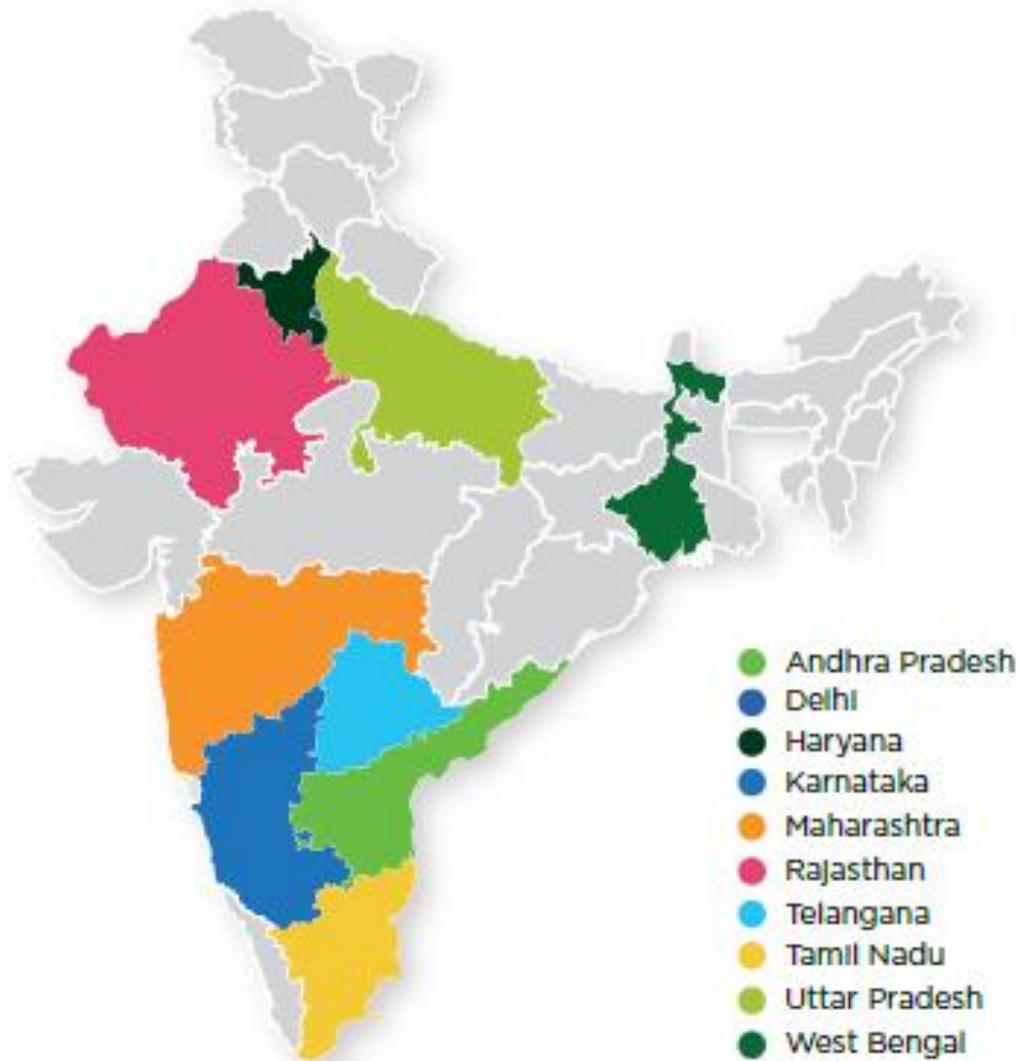
MOST PREFERRED SKILLS

RANK	PREFERENCES
1	Communication Skills
2	Adaptability
3	Learning Agility

WHAT IS THE QUALITY OF INTENT



STATE – TALENT AVAILABILITY AND JOB DEMAND



TOP TEN STATES WHERE MAXIMUM HIRING HAPPENS



Domains - Employability And Demand

DOMAINS WHICH HAVE MORE PERCENTAGE OF EMPLOYABLE TALENT

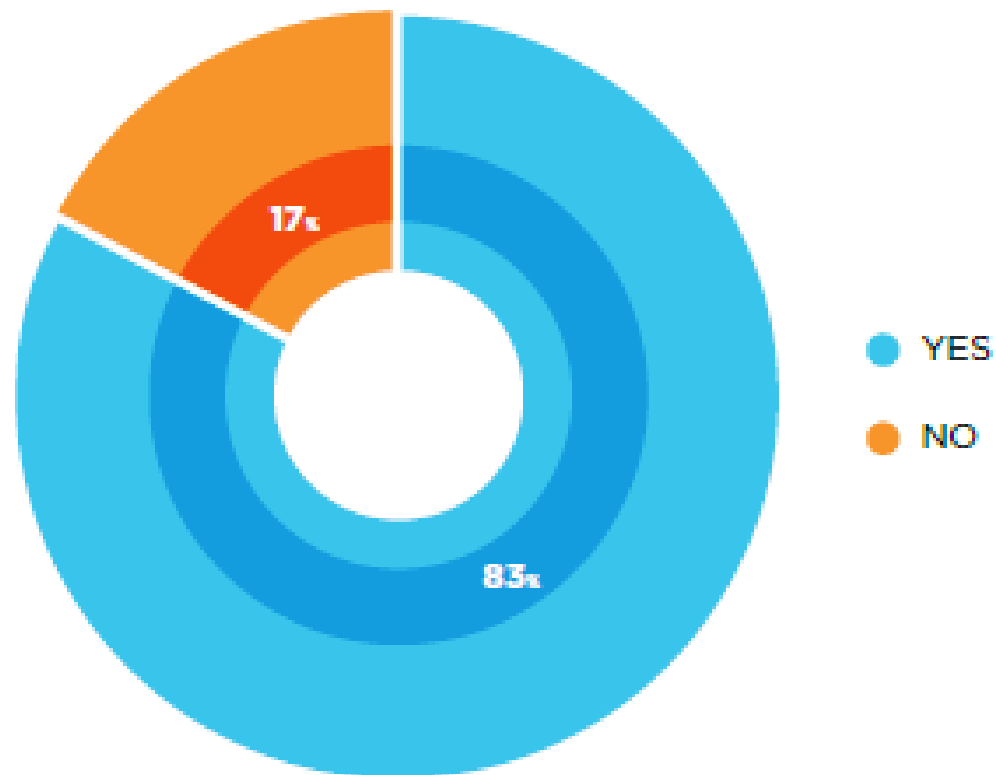
Engineers (BE/B.Tech)	57%
Management or Equivalent -MBA, PGDM	36%
General Graduates (BA/BSC./B.Com)	35%
PG or equivalent	43%
ITI	NA
Polytechnic	18%

DOMAIN WISE HIRING MIX IN ORGANISATIONS

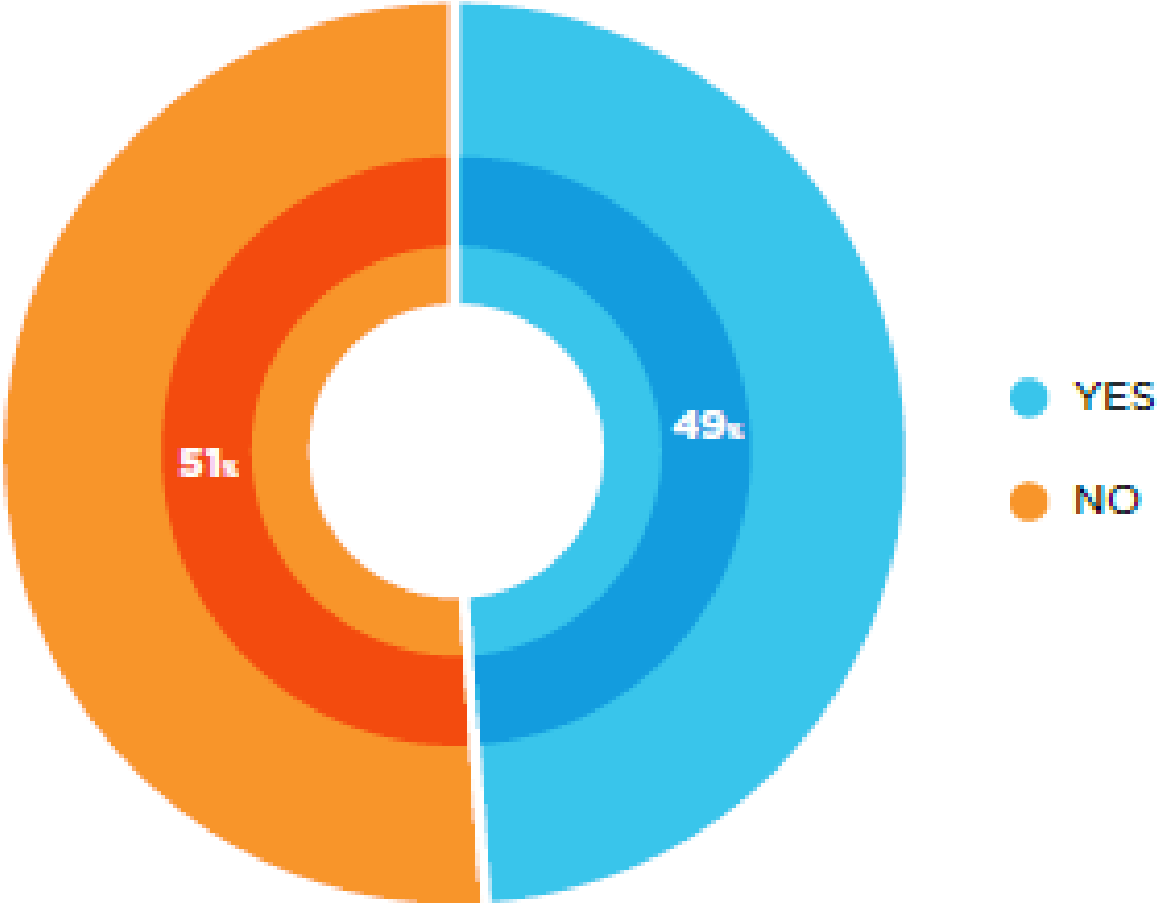
EDUCATION MIX	PERCENTAGE
Undergraduate or Equivalent	12%
ITI	12%
Polytechnic	7%
PG or Equivalent (MCA/MSC/MA/M.com/CA/M.Tech)	11%
Management or Equivalent -MBA, PGDM	13%
Graduates - BCA/BBA/B.Com/BSC.etc	22%
Engineers (BE/B.Tech)	23%

Apprenticeships - Participants v.s Available Opportunities

PERCENTAGE OF FINAL STUDENTS WILLING TO PARTICIPATE



PERCENTAGE OF EMPLOYERS HIRING ANY APPRENTICES

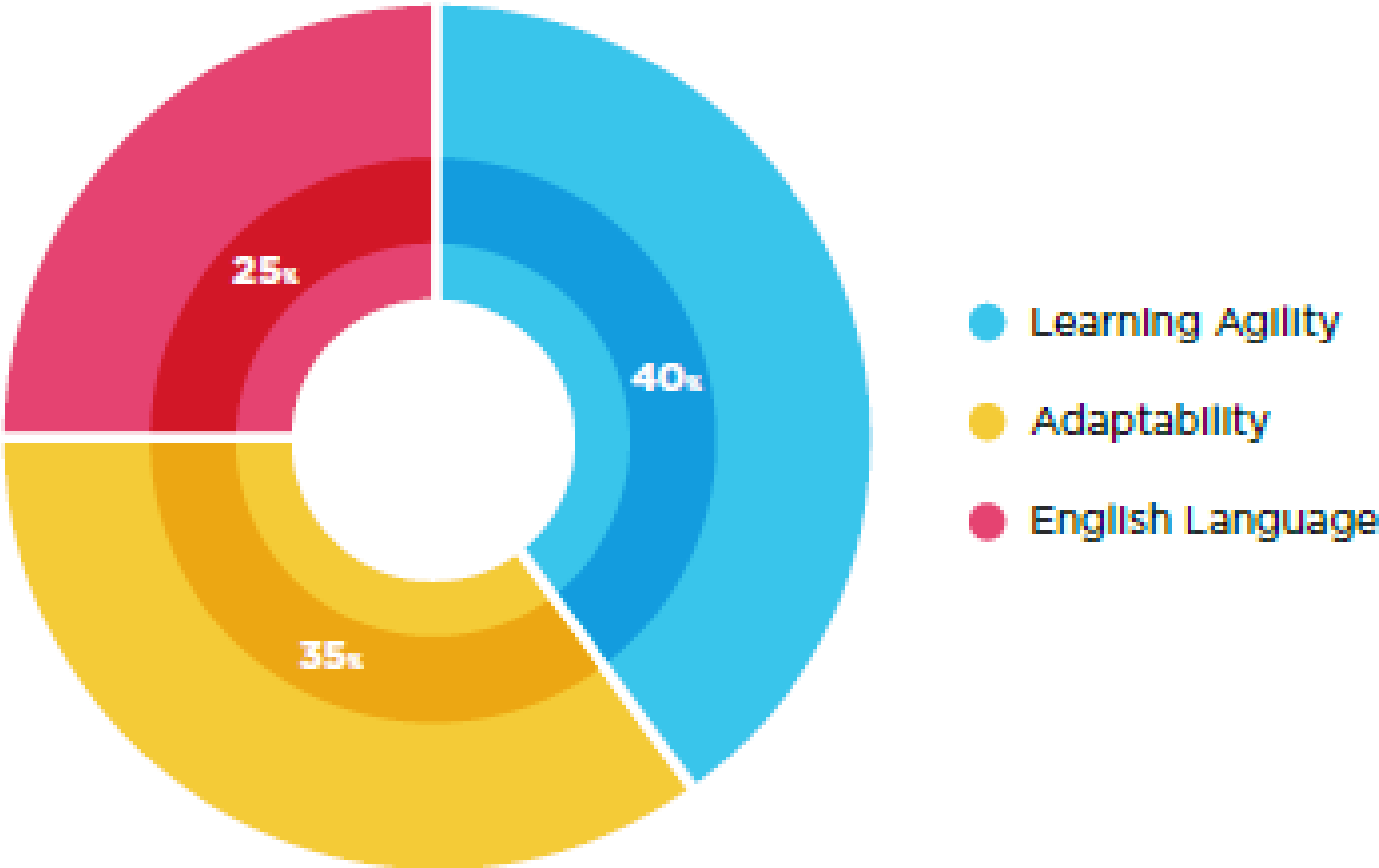


Non Technical Skills In Demand And Availability

NATION-WIDE SCORES ON NON TECHNICAL SKILLS

PSYCHOMETRIC TEST SECTIONS (NATION WIDE SCORES)	% SCORES
Learning Agility	71.73%
Adaptability	63.01%
Interpersonal Skills	67.71%
Emotional Intelligence	74.96%
Conflict Resolution	70.17%
Self Determination	75.9%
Communication Skills	63%

TOP 3 SKILLS EMPLOYERS LOOK OUT FOR



WHAT PERCENTAGE OF WOMEN WORK GLOBALLY?*

Arab World

23.3%



Pakistan

24.6%



India

27%



Shri Lanka

35.1%



European Union

50.8%



United States

56.30%



Bangladesh

57.40%



China

63.90%



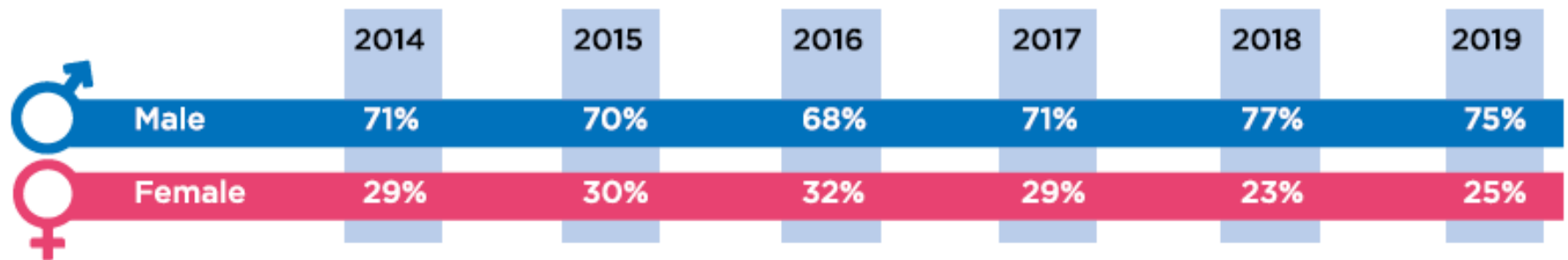
Nepal

79.9%



WOMEN AT WORK THE MYTH AND REALITY

PARTICIPATION OF WOMEN IN INDIA INC.



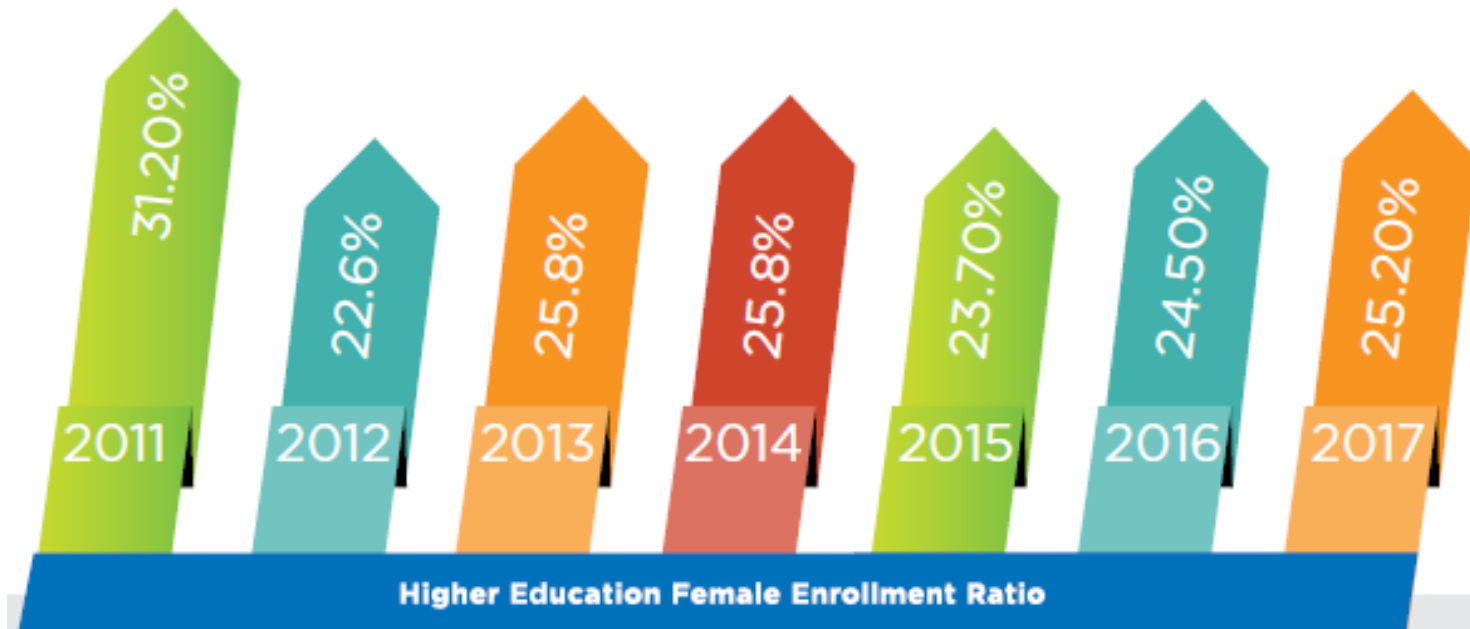
67%

Women graduates do not work in rural India

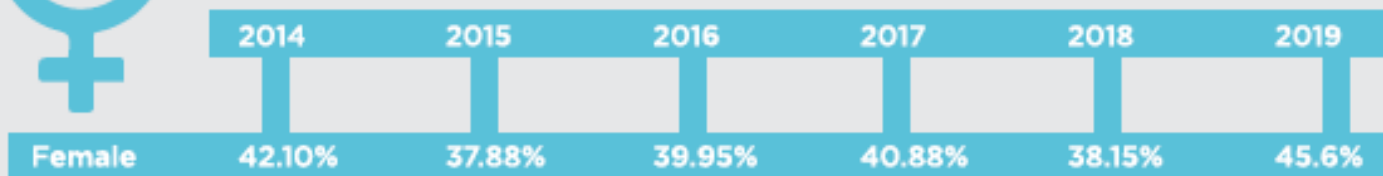


68.3%

Women graduates do not have paid jobs in urban India

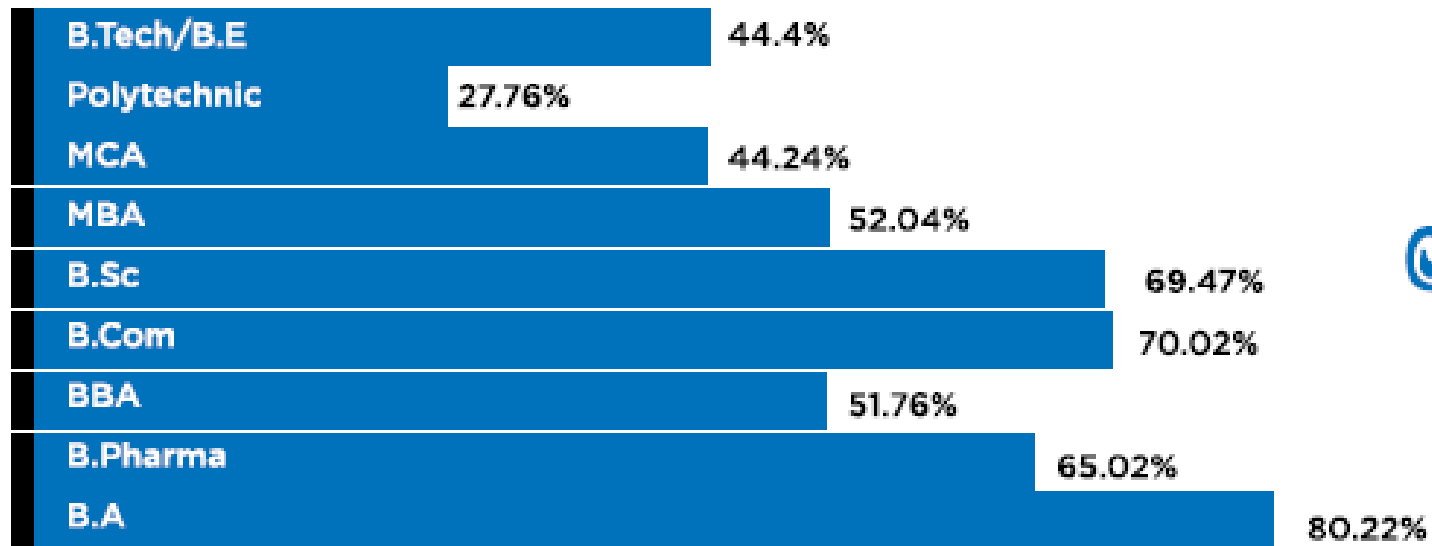


WOMEN EMPLOYABILITY



WHICH DOMAIN HAS MORE EMPLOYABLE WOMEN

DOMAIN FEMALE RESPONDENTS DATA



DO WE HAVE AN ECOSYSTEM FOR WOMEN TO WORK?



BANKING



**SECTORS WHICH
HAVE **WOMEN**
HIRING TARGETS**



HOSPITALITY
& TRAVEL

AUTO



SOFTWARE
HARDWARE



INFORMATION TECHNOLOGY



**AVERAGE WOMEN HIRING
TARGETS 15-20% OF
NEW HIRES**

WHY DO WE NEED WOMEN AT WORK

Indian economy can grow at the rate of **9%** to **10%** if there is a gender parity in the country, and the share of women workforce is increased to **48%** from the current **24%**

WHAT IS STOPPING THEM?

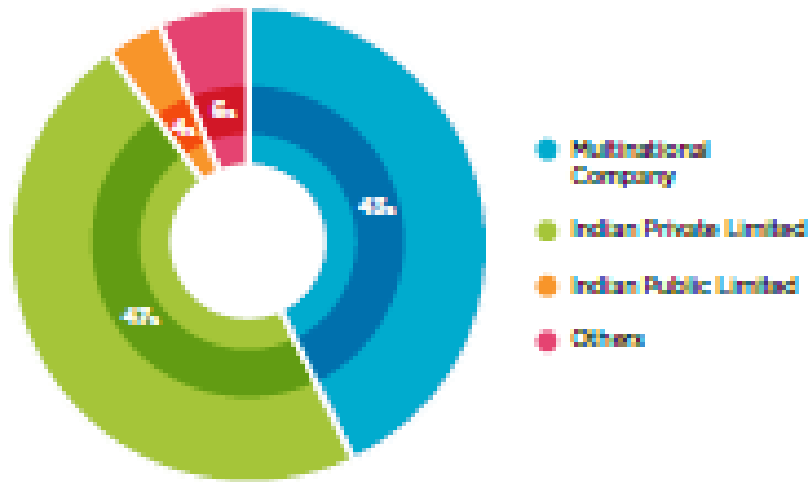
- Social Norms: Sizeable number of women need to take permission from a family
- Safety at work: A dire shortage of infrastructure that would enable women's participation in the workplace
- Sectors with fastest growth, most jobs are dominated by men
 - Work still not conducive for working women

WHAT NEEDS TO BE DONE?

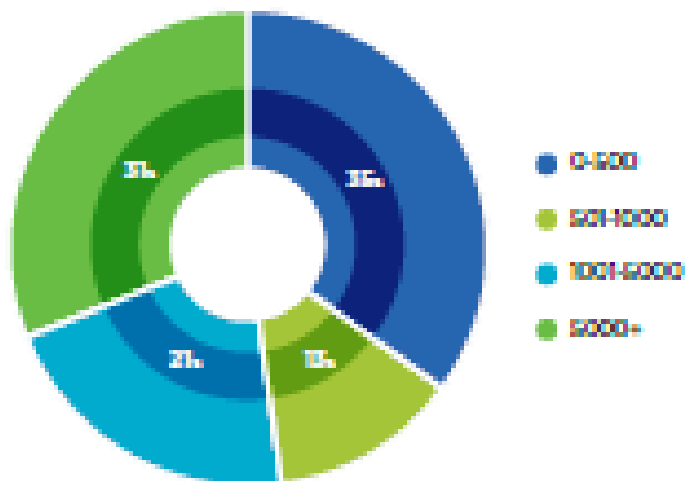
- Gig work for working women
- Encourage more women entrepreneurs
- Establish mechanisms to ensure safety of women at work
- Mentorship ecosystem to encourage women to work

Respondents' Categories

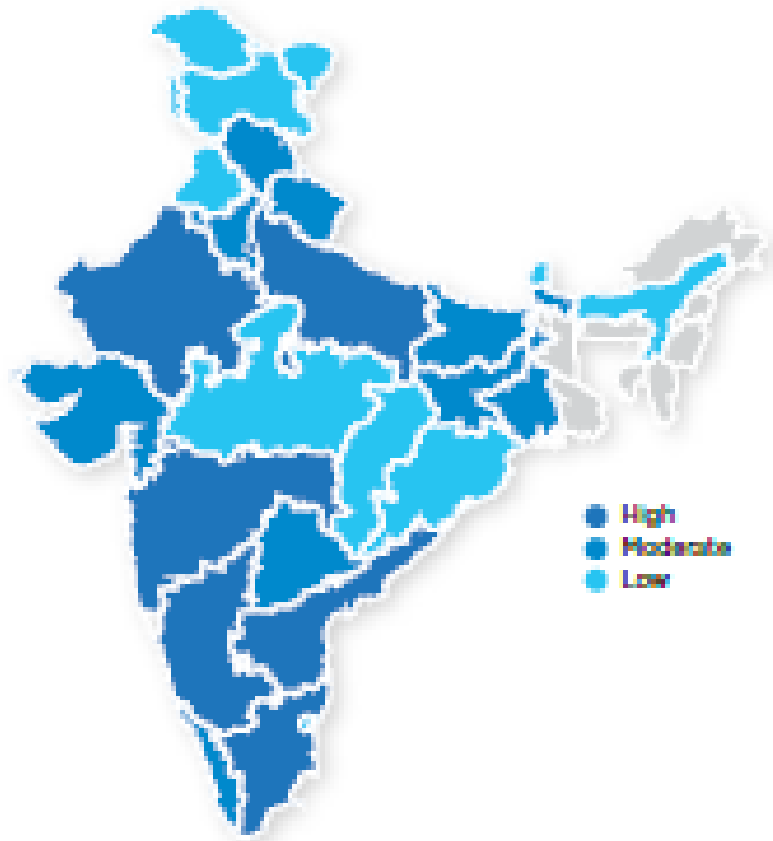
RESPONDENTS BY COMPANY TYPE



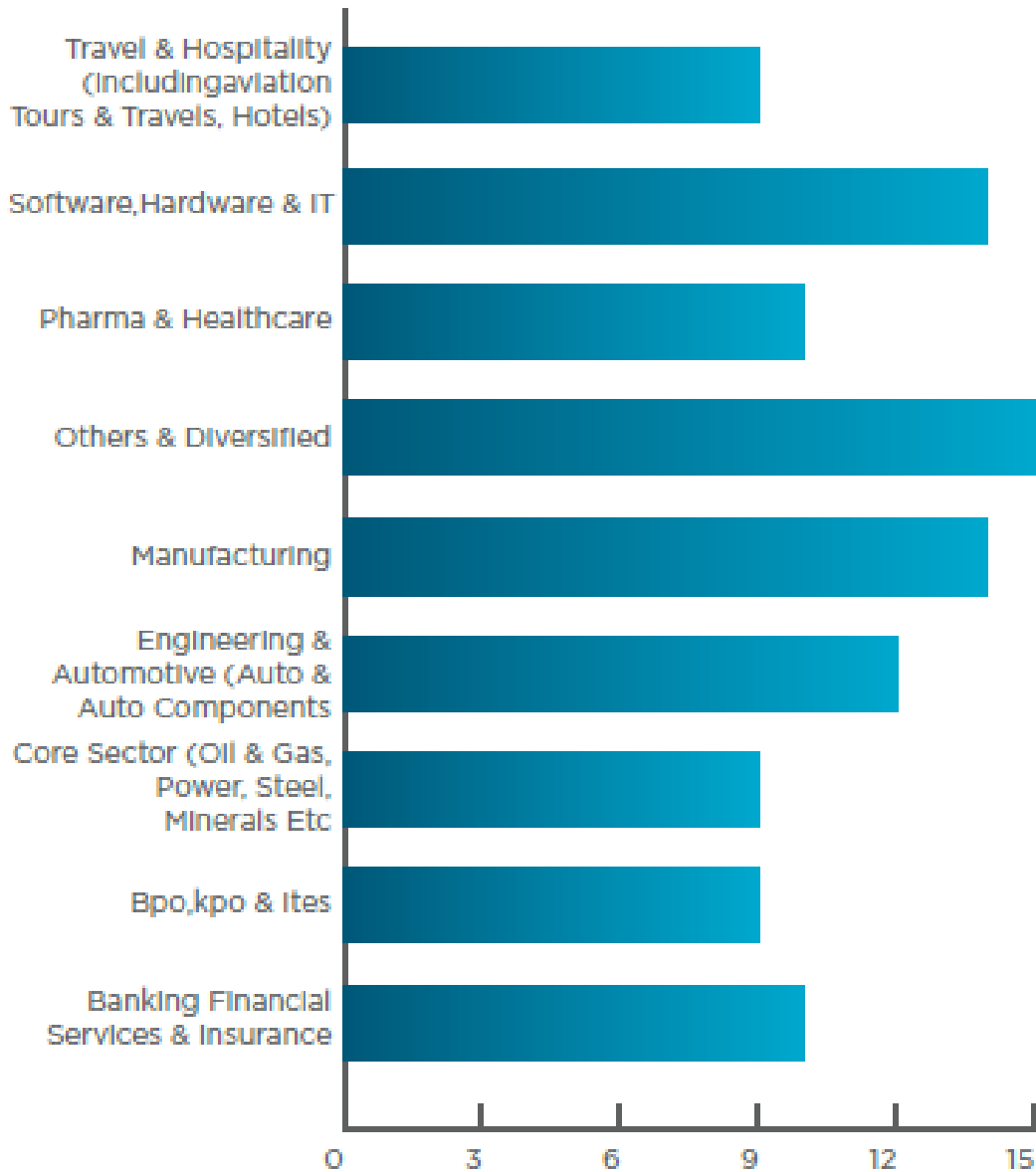
RESPONDENTS BY COMPANY SIZE



STATE WISE RESPONDENTS



RESPONDENTS BY SECTOR



SCOPE OF MECHANICAL ENGINEERING

- Mechanical Engineering includes design, manufacture, installation and operation of engines, machines, robotics, heating & cooling systems and manufacturing processes.
- In this profession, you will be responsible for designing and developing machines right from bicycles to supersonic fighter jets and toasters which can be extremely challenging and fulfilling, requiring analytical skills together with an ability to work in a team. You must love machines and be comfortable working with tools!
- Graduates can work in the automotive, aerospace, chemical, computer communication paper, power generation and almost all manufacturing industries.
- Mechanical engineers also work in maintenance and service profiles in all industries. Also they can choose teaching profession in Universities and Colleges

JOB PROFILES

Some of the job profiles are: Researcher, Professor/Associate professor, Junior Engineers, Assistant Executive Engineers Mechanical/Sales Engineers etc.,

Further Education

After completing a B.Tech/BE you can opt for M.Tech/MS in various specializations such as Manufacturing Systems Engineering, Mechanical Handling and Automation, Mechanical Systems Design & Thermal Energy and Environmental Engineering.

EMPLOYMENT AREA



Consulting Idea



AUTOPARTS



INDUSTRIAL
TEXTILES

est. 1946

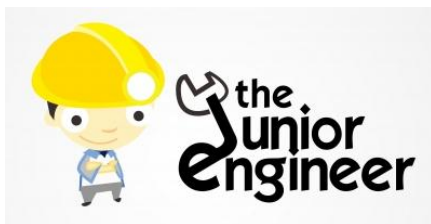


CORE SUBJECTS

- Statics & Dynamics control
- Thermodynamics & heat transfer
- Fluid Mechanics
- Machine Design
- Strength of Materials
- Material Science
- Theory of Design

JOB TYPES

- Mechanical Designer
- Mechanical Engineers
- Site Mechanical Engineer
- Service Engineer – Mechanical
- Instructional Designer (Mechanical)
- Diploma Engineer Trainee – Mechanical



TOP RECRUITERS



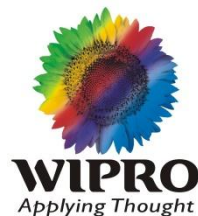
GAIL (India) Limited



Ashok Leyland



LogoTaglines.com



Questions to ask Yourself before
Asking for a Raise



MOTIVATION . . .

WHOLE BODY	4 NEEDS	4 INTELLIGENCES	4 ATTRIBUTES	VOICE
BODY	TO LIVE	PQ	DISCIPLINE	NEED see meeting the need
MIND	TO LEARN	IQ	VISION	TALENT disciplined focus
HEART	TO LOVE	EQ	passion	Passion love to do
spirit	To leave a legacy	SQ	conscience	Conscience to do what is right

DOING WELL BY DOING GOOD

- When a man is getting better He understands more and more clearly and the evil that is still left in him.
- When a man is getting worse , he understands his own badness less and less.
- A moderately bad man knows he is not VERY good;
- A thoroughly bad man thinks he is all right. This is common sense ,really.
- YOU understand sleep when you are awake, not while you are sleeping.
- YOU can see mistakes in arithmetic when your mind is working properly; while you are making them cannot see them.
- Good people know about both bad and evil; bad people do not know about either. C.S.LEWIS

XQ

- Focus on Execution Quotient- the highest priorities
- “What is most personal is most general far more talent, intelligence, capability and creativity than the present job requirement and even allow.
- a significant portion of your talents and intelligence not used.
- Execution Focus 1. Clear understanding of what the organization wants to achieve and why?
- enthusiastic about team’s and organization’s goals
- Have a clear “a line of sight” between your tasks and the team’s organization goal.
- Pain; It is a role of human spiritual of hope and intelligence, resilience by nature, boundless in its potential to serve to common good.

FIND YOUR VOICE

- Talent –your natural gifts and talents
- Voice - Unique, personal significance
- Passion-those things that naturally energize, excite, motivate and inspire you.
- Need –what the world needs enough to pay you for
- Conscience-that still, small voice within that assures you what is right that prompt you to actually do it.

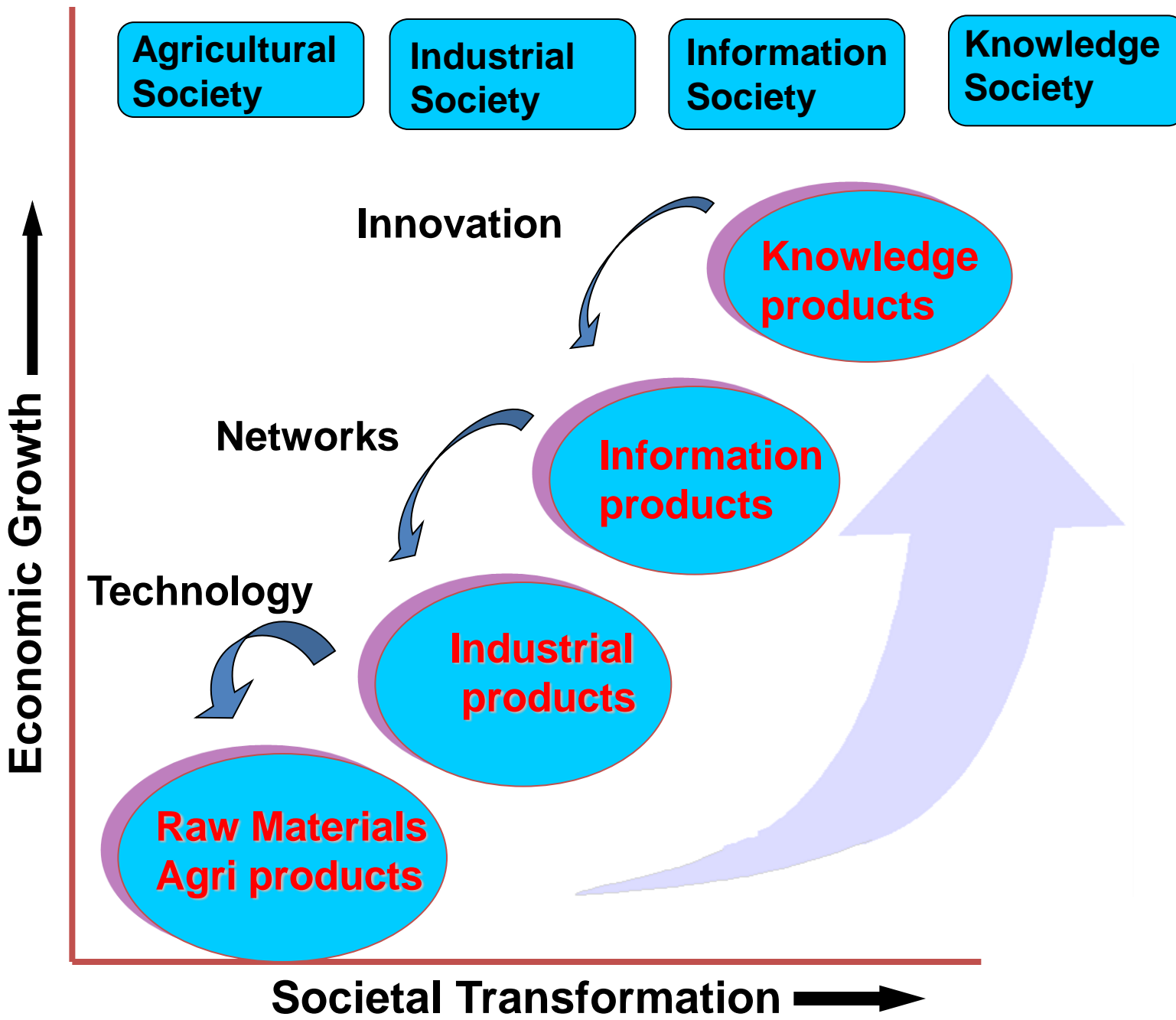


18 HANERGY MOTTOS

It is our faith to change the world by clean power.

- Integrity, generosity, intelligence and inclusiveness are our characters.
- Foresight and pragmatism are our qualities.
- Loyalty, responsibility and ambition are our basic requirements.
- Cutting-edge technology ensures longevity.
- The secret of development is to beat expectations.
- Success is determined by these three factors: people, people and people.

- The absence of ethics negates everything.
- Integrity is essence.
- Communicate openly and frankly.
- United we triumph.
- Passionately begun, halfway done.
- Growth is a process of overcoming adversities
- Be curious.
- Be grateful.
- Execution without any excuses.
- *Hanergy*, no impossibility! *Hanergy* grows with nations.



Knowledge Revolution/Products (beyond IT, Personal Computing and Digital)

- Cloud-powered Internet of Things
- Artificial Intelligence and Virtual Reality
- Autonomous (self driving) vehicles
- Big Data: mining, analysis, and security
- Neural networks, natural language recognition and machine learning
- Personalized medicine: genetic and molecular information
- 3-D printing (additive manufacturing)

FOR YOU: SO MUCH TO LEARN AND DO

India rising: Moved up 15 places in Global Innovation Index (from 81 in 2015 to 66 in 2016); However...

India's policy is improving the innovation environment. For example:

- (a) Performance in university rankings
- (b) Market sophistication (33rd)
- (c) Knowledge and technology outputs (43rd)
- (d) Human capital and research (up 40 spots)
- (e) Business sophistication (up 59 spots),”

- **Weaknesses:**
- Business environment (117th) including starting a business (114th)
- Education (118th) : pupil-teacher ratio (103rd) and tertiary inbound mobility (99th)

FIND YOUR INNER VOICE

- The essence of this habit is that you will find your voice when you can say you are 100% involved with
- What you are doing in your life,
- so that your body, mind, heart and spirit are all engaged in whatever is important to you.
- To find your voice,
- you need to examine your natural talent, what you absolutely love to do,
- what really interests you.
- And you must listen to the confirming
- inner voice of your conscience that tells you.
- What is the right thing to do.

INSPIRING OTHERS TO FIND THEIR VOICE

- When you have found your voice, you can begin inspiring others to do the same. This is about leadership.
- Great leaders have always inspired people to be self-aware, to find themselves and to find their voice-that is the essence of greatness.
- People and organizations who have truly found their voices go on to become great.

GIFTS OF NATURE

- Talents
- Capacities
- Privileges
- Intelligence and
- Opportunities
- Our four intelligent capacities such as
 1. Physical,
 2. Emotional,
 3. Social mental and
 4. spiritual These correspond four parts of our body symbolized by BODY,HEART, MIND and SPIRIT.

REQUIREMENT IN THE NEW AGE

NOTHING FAILS LIKE SUCCESS

- Mind set
 1. New mind set
 2. New Skill set
 3. New tool set of this NEW AGE OF WISDOM

- Problem
- Manual worker 20 the century manual worker in manufacturing
- For example
- In 1998 Kodak employed 1,70,000 employees and sold 85% of the world's photo papers.

- Now digital photography and Kodak became bankrupt
- HMT Clock, Bajaj Scooter, Dyanora TV, Murphy Radio, Nokia Mobile, Rajdoot Bike, Ambassador Car no shortage of quality but now out of market.
- Therefore new mind set CHANGE
- UBER just a software .He does not have a car of his own ,despite he is the world's largest taxi company.
- AIRBNB worlds largest Hotel company, but not a single hotel of their own.
- For further example like Paytm, ola cabs IBM Watson provides legal advise Unemployment...super specialists...

KNOWLEDGE WORKER

- 21 st century similarly increase productivity of knowledge work and knowledge worker.
- New feature ideas?
- 20 th century Production equipment
- 21 st century whether business or non- business will be
- knowledge worker and their productivity.

Promotion ideas?

New process for doing something?

By 2030 computers will be more intelligent than the humans.....

90% of the present cars will disappear have either electric or hybrid roads will be empty UBER will provide you driverless car no accidents, no traffic jam , parking easy Now again market, mobile phone sales and service Currency no paper plastic money. Hence, prepare a change with time.

TEACHER VS STUDENT

- **LEARNING by TEACHING and DOING**
- TEACH OTHERS WHAT YOU LEARN
- SYSTEMATICALLY APPLY WHAT YOU LEARN AND DO IT.
- You learn the material best when you teach it.
- When you teach, you simply learn better. **EVERY STUDENT BECOMES A TEACHER , AND EVERY TEACHER A STUDENT.**
- Sharing will be a basis for deepening learning , commitment and motivation making change legitimate and enrolling a support team.

LESSONS TO LEARN

- Your freedom to choose is the biggest gift you were born with.
- Build trust by being friendly, knowing when to say sorry and following through on your promises.
- Empower others by giving up control and handing them responsibility.
- Do you want to set yourself up for a successful career in a post-Industrial Age world? Then follow...together !

ABILITY TO CHOOSE

- **Lesson 1: There's no bigger gift you've been born with**
- **than the ability to choose.**
- In order to help others find their voice,
- you first have to find your own, obviously.
- It is how fast you'll be able to do that depends on
- how well you use the gifts you've been given at birth.
- There are many advantages we're born with,
- just because we're humans, biggest one is this:

....to next action

- **You are free to choose how you react to any and every situation in life.**
- Unlike plants, who can't move, or animals, whose life is just a series of instinctual, knee-jerk reactions, we as humans *get to choose our next action*. We can't control what happens *to* us.
- But we sure as hell can decide how we'll react to it. So whether that next step is a step up or down is entirely up to you.
- If someone treats you badly, be it your boss or a friend, if people try to [peer pressure you into doing things](#), it is up to you to give in to it, to do something about it, or to walk away.
- However, freedom of choice isn't the only enabling factor in finding your voice.
- Covey also talks about the four kinds of intelligence:

RECOGNISE YOUR POWERS

- **Physical intelligence, PQ**
- which is your body's ability to function mostly on autopilot, without conscious direction.
- Develop three main components of PQ
- a. Wise nutrition b. Constant balanced exercise, c. Proper rest, Relaxation, Stress management and prevention of Thinking
Receive both external and internal motivation
- **Mental intelligence,**
- what you'd call IQ. Continuous, systematic, Disciplined study and education.
- Cultivation of self awareness, and Learning by teaching and doing

EMOTIONAL INTELLIGENCE, EQ

- 1. Self awareness,**
- 2. Personal motivation,**
- 3. Self regulation,**
- 4. Empathy,**
- 5. Social skills.**

Developing FIVE main components of EQ through 7 habits

- | | |
|------------------------|-------------------------------|
| 1. Self awareness | 1. Be proactive |
| 2. Personal motivation | 2. Begin with the end in mind |
| 3. Self regulation | 3. Put first things first |
| 4. Empathy | 4. Sharpen the Saw |
| 5. Social skills | 5. Seek first to understand |
| | 6. Then to be understood |
| | 7. Think Win-Win situation |
| | 8. Seek first to understand |
| | 9. Synergize |

DEVELOPING SPIRITUAL INTELLIGENCE -SQ

- INTEGRITY
- MEANING
- VOICE
- The best way to develop integrity is to start small, and to make and keep promises.
- Integrity-educating and obeying your conscience
- Being true to one's highest values and conscience
- A SENSE OF CONTRIBUTION TO PEOPLE AND COURSES
- ALINGNING WORK WITH ONE'S UNIQUE CALLING AND GIFTS
- This truly igniting a small fire and it becomes a large fire within.

FIND MEANING AND YOUR VOICE

The more you obey your conscience , the more your conscience demands of you

Your talents will double when you wisely use those given to YOU.

DOING WELL BY DOING GOOD.

- which is your own moral compass, your true north star, the thing that drives your life's meaning.
- Recognizing these powers you have and playing with how you use them is the first step towards
- finding and capitalizing on your unique powers at work. Then, it's all about communicating them to others.

Drive towards meaning and contribution.

- great achievers expressing YOUR voice through the use of their intelligences.
- Achievers for example
- develop YOUR mental energy into vision
- develop YOUR physical energy into discipline
- develop YOUR emotional energy into passion
- develop YOUR spiritual energy into conscience –
- YOUR inward moral sense of what is right and wrong and YOUR drive towards meaning and contribution.

BUILD TRUST

- **Lesson 2: Be nice, apologize when you have to and deliver on what you promise to build trust.**
- Communicating with others comes easiest when your relationship is built on trust.
- The more you trust in one another, the more things
- you'll feel comfortable saying,
- the more you think about each other's words and
- more likely you are to accept them.
- Think about this in the concept of business, and you can easily see why trust is one of the most important things for CEOs to work on.
- It determines the speed with which you can execute and therefore, your company's success overall.

Stick to your words

- Covey says that trust is built in three ways:
- **Stick to your word.** If you promise something, follow through. 100% of the time. Not sure if you'll make it? Then don't promise it. Whatever comes out of your mouth, [back it up, every time.](#)
- **Be nice.** So simple, yet so powerful. Just be friendly. Say “thank you,” “please,” and “how can I help you?” Avoid gossip and stay positive. These things don't cost a thing, but go a long way.
- **Say sorry when you have to.** We all screw up. The best thing, by far, you can do when that happens, is to instantly acknowledge it and just say “Sorry!”
- However, trust isn't a one-way street. It's not just built by you being trustworthy to others, but also by you handing out trust yourself. How do you do that?

EMPOWER

- **Lesson 3: Give up control and hand others responsibility to empower them.**
- One of the strongest ways to empower others is to just hand the power to them – literally!
- That doesn't mean you should let the intern run the business, but **always keep extending the responsibility and control your employees have over their work.**
- Having the freedom to make these important decisions about their work will [make them feel a lot more motivated](#) and of course help them trust in your future decisions.
- By the way, this applies to friendships too! Ask your friends for help, trust them to do their part and see how your relationship grows.

Set an example

- For example,
 1. if you run a cleaning workforce, let *them* decide what cleaning products to use, what gloves to wear, what vacuuming devices to try, how to plan the schedule, etc.

- For example
 1. I am doing work related to drinking water ask them the source of drinking water is it for urban or rural
 1. improved source
 2. Piped water into the dwelling

- Public tap/stand pipe
- Tube well
- Protected dug well
- Protected spring rain water
- Bottled water/improved source for cooking, hand washing

WATER SOURCE

- One TMC means Thousand million cusecs per second. In other words it is one hundred crore cubic feet of water.
- One cubic feet of water: 28.3 liters of water.
- That means one TMC means 2,830 crores liters of water.
- One TMC Feet of water can fill 28,300 crores one liter bottles. It can be sold for 28,300 crores of rupees(roughly the annual income fetched by the TASMALC shops in the state at present.
- To transport one TMC of water 24 lakhs of water tankers(each 12,000 liter capacity) will be needed.
- Now you will get a better idea of what one TMC means.

Be creative

- No idea is a bad idea.
- Develop new wearing technique reducing fashion waste and challenging over consumption
- Develop a biosensor to detect high sugar level for diabetics.
- Link this with air pollution.
- It is associated with life style factors like diet, and a sedentary life style, but research indicates that it is related to air pollution. The study confirms that pollution contributed to 3.2 million new diabetics cases globally in 2016.

- Pollution is thought to reduce the body's insulin production, "preventing the body from converting blood glucose into energy that body need to maintain health".
- Take risks.
- No criticism allowed.
- When you have a challenge and the response is equal to the challenge
- that is called **SUCCESS**.
- But you have a new challenge , the old one successful response no longer works.
- -That is **FAILURE**

BRAINSTORMING ACTIVITY

- Generate ideas.
 - Success generates or requires expert's knowledge , a beginner's mind and a long time orientation. Use games and exercises to “warm up” your creative thinking.
 - Inspire – to breath life into another
 - Mentally, socially, spiritually.
 - A breakthrough in productivity, innovation and leadership in the market place and society.
 - When ideas slow down, try another exercise to generate fresh ideas.
 - Breaking into smaller groups may be helpful.
- Use a computer to capture every comment/idea.

WHAT EMPLOYERS WANT?

Employers are not simply looking for degree but prefer candidates who have real-world experiences in their chosen career field in addition to education/content knowledge.

MORE IMPORTANTLY, employees with:

- Internships and field experiences with hands-on learning in teams (academia-industry partnerships)
- Abilities to think critically, solve problems and communicate effectively
- 4Ts: Talent, Technology, Training, Team Work

WHAT EMULATES SUCH ATTRIBUTES?



Institutes of National Importance

- Indian Institute of Technology, Madras (IITM)www.iitm.ac.in
- National Institutes of Technology , Trichy (NITT)www.nitt.edu
- Indian Institute of Science (IIS)www.iisc.ernet.in
- Indian Institutes of Information Technology(IIT)www.vit.ac.in
- Indian Institute of Space Science and Technology (IST)www.iist.ac.in
- Central Electrochemical Research Institute (CECRI)www.cecni.res.in
- Central Leather Research Institute (CLRI)www.clri.org
- Indian Railways Institute of Mechanical and Electrical Engineerin (IRIMEE)
www.irimee.indianrailways.gov.in
- ▶ National Institute of Fashion Technology (NIET)www.nift.ac.in
- ▶ Indian Institutes of Science Education & Research (IISER)www.iiserpune.ac.in
- ▶ National Institute of Science Education and Research(NISER)www.niser.ac.in
- ▶ Indian Statistical Institute (ISI)www.isical.ac.in
- ▶ All India Institute of Medical Sciences (AIIMS)www.aiims.edu
- ▶ Armed Forces Medical College (AFMC)www.afmc.nic.in
- ▶ Jawaharlal Institute of Postgraduate Medical Education and Research (JIPMER)www.jipmer.edu.in

- National Institute of Design (NID) www.nid.edu
- National Institutes of Pharmaceutical Education and Research (NIPER) www.niper.ac.in
- School of Planning and Architecture (SPA) www.spa.ac.in
- Central Institute of Plastics Engineering and Technology www.cipet.gov.in
- Netaji Subhas National Institute of Sports www.nsnis.org
- National Power Training Institute www.npti.in
- National Institute of Ocean Technology www.niot.res.in
- National Institute of Disaster Management www.nidm.net
- Indian Agricultural Research Institute www.iari.res.in
- National Academy of Agricultural Sciences www.naasindia.org
- National Institute of Agricultural Marketing
- National Institute of Agricultural Marketing www.iari.res.in
- National Defence College www.ndc.nic.in
- National Dairy Research Institute www.ndri.res.in

- National Civil Defence College www.ncdcnagpur.nic.in
- National Brain Research Centre www.nbrc.ac.in.
- National Academy of Construction www.nac.edu.in
- Morarji Desai National Institute of Yoga www.yogamdniy.nic.i
- Film and Television Institute of India www.ftiindia.com
- Indian Institutes of Management www.iimtrichy.ac.in
- Institute of Hotel Management Catering www.ihmpusa.net
- Central Food Technological Research Institute www.cftri.com
- Indian Institute of Architects www.iaa-india.org
- Institute of Mathematical Sciences, Chennai www.imsc.res.in

**THANK YOU
WAY TO FORWARD**

