



ProSkill Nirmaan

**Programs on Professional Skills Enhancement
and
Value Added Certification Courses**

Table of Contents

S. No	Topic	Page No's
1	Introduction	3 – 4
2	Building Student Competencies	4
3	Personal & Managerial Development Skills	5
4	Special Functional Skills	5 – 7
5	Faculty Development	8
6	About ACTSol & Associates	8 – 9

Introduction

India is today one of the youngest nations in the world with more than 62% of the population in the working age group (15-59 years), and more than 54% of the total population below 25 years of age.

Countries with higher and better levels of skills adjust more effectively to the challenges and opportunities of world of work.

The current statistics shows that only 2% of the total employees in India have completed skills development training.. With millions of new job-seekers entering the job market every year, skill development has become one of India's urgent priorities. Jobs and hiring in India needs to shift from being 'qualification based' to 'skill based.

The country has the third-largest higher education system in the world (after the US and China) with enrolment of more than 25 million (including under the Open and Distance Learning systems). But on a global scale, India has one of the largest higher education systems, with one out of four graduates in the world being a product of the Indian Education System.

There is thus a unique investment for harnessing the country's demographic dividend with a wide range of requirements. There is an opportunity to reap the benefits of "demographic dividend" only with the skilled workforce.

Building High End Professional Skills

In today's age of globalization and technical world, professional skill is an important weapon to boost the efficiency and the quality of services for the advanced productivity and economic growth.

India targets to becoming a global economic powerhouse. There is a need to equip its workforce with employable skills and knowledge to make India a developed economy. In the next 20 years, the workforce in the industrialized world is expected to decline by 4%, while in India it will increase by 32%. The challenge lies not only in a huge quantitative expansion of facilities for skill training, but also in raising their quality. India can then become the global sourcing hub for skilled employees.

Skill building is a powerful tool to empower individuals and improve their social acceptance. It must be complemented by economic growth and employment opportunities to meet the rising aspirations of youth. This ensures that trainees who are completing any kind of skill building are also equipped with life skills.

A very important factor for the success of skill building programs at the grass roots , has been the practice of incorporating life & high end professional skills training, within all skill training programs.

We know that the Higher Education system in India is witnessing a paradigm shift & the discourse on education is changing from a qualification based to competency based situation. Institutions & Universities need to churn out students who are resilient & have skills that are needed in order to sustain change & adapt to the economic fluctuations. They also need to ensure that these students possess entrepreneurial skills.

Emphasis is also to be paid on developing the faculties, because there should be a focus on the the improvement of the individual instructor's teaching skills; instructional development on students' learning by improving the course and curriculum experience; and organizational development on the interrelationship and effectiveness of units within the institution.

Practically speaking, though, the challenges of (and the variables involved in) tracing the effects of professional development on student learning are myriad.

The formal higher education system in our country lacks one major component – a focus not only on Soft Skills, but also Managerial, Functional & Leadership skills development. These skills are often the differential between average and exceptional, yet they are missing from our education system.

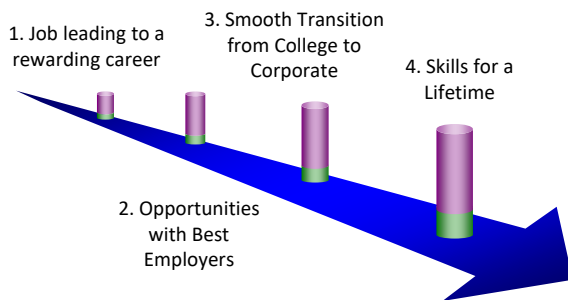
Most people spend years learning these skills, mainly through observation and mistakes. But these skills shape the quality of our workforce.

It also makes sense that the teaching fraternity, who spend time developing their teaching skills will become more effective instructors – and that that will eventually translate to better student outcomes.

ACTSol & Associates, are here to change that. In an endeavour to build a resilient workforce (through students', faculties & institutional development) in the changing business dynamics, we have taken an initiative called – “ProSkill Nirmaan” – Enhancing the Professional Skills through Value Added Certification Programs.

Building Student Competencies

Provide programs, enabling students to evolve into matured individuals, by harnessing their competence, and effectively learn to handle life challenges in today's dynamic environment



Provide students with special skills by introducing AD – ON, niche and value added certification Programs / Courses.



Provide a framework for re-structuring their existing skill sets and imbibing skills to improve the practical understanding of self and the environment.



Provide students with skills on Entrepreneurship, so that they become self starters and inculcate business and people management skills



Personal & Managerial Development Skills

"Yes – I Can" Attitude	My Strengths	Self Esteem	Self Confidence
Empathy	My Goal!	Mind Mapping	Decision Making
Competency Assessment	Aptitude Test	Group Discussions	Grooming & Self Image
Resume / Curriculum Vitae	Interview Skills	Inner & Outer Glow	The Art of Fine Dining
Global Etiquettes	Time Management	Team Working Skills	Leadership Skills

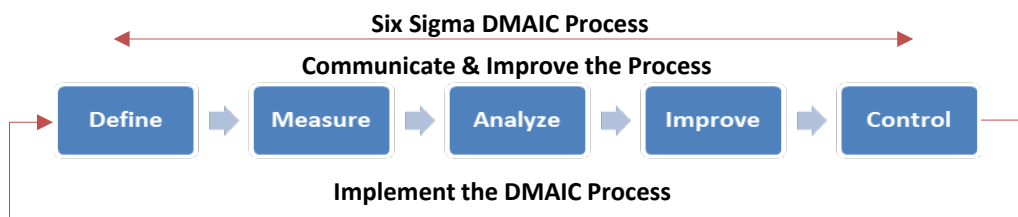
Special Functional Skills (Higher Education)

Six – Sigma Process Excellence

Six – Sigma is a structured approach to problem solving that allows organizations to dramatically improve their bottom line and the quality of products / service by designing and developing everyday business activities in a way that minimizes wastes and resources, improves quality and efficiency thereby increasing Customer Satisfaction, Value for Money, Shareholder Value and Profit Margins.

How this course will help students?

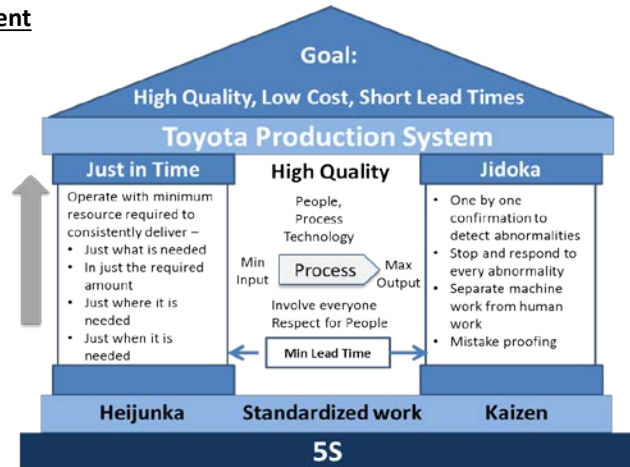
- Understand how any “organizational process” can be made effective to enhance the quality of its products or services
- Learn the Tools & Techniques to make this happen



Lean Management

Lean management is an approach to running an organization that supports the concept of continuous improvement, a long-term approach to work that systematically seeks to achieve small, incremental changes in processes in order to improve efficiency and quality.

On completion of this course, student will get a fair idea of how a manufacturing or service industry can make the business productive & profitable by applying the Lean tools.



For: Engineering & Management Students

Supply Chain Excellence

Supply Chain Management (SCM) is the management / optimization of the flow of goods or services in manufacturing or service industry. This is very important for ensuring faster & efficient deliveries of goods or services with low internal as well as associated costs

This course will provide an in-depth idea of how the supply chains in organizations can be made productive, starting with the basic building blocks of a global supply chain, and the syllabus progresses through the following the key themes in the entire supply chain management process



For: Engineering & Management Students

Project Management

Project management is the discipline of initiating, planning, executing, controlling, and closing the work of a team to achieve specific goals and meet specific success criteria.

Any project management trained person will have capability of instilling a discipline required to manage and control projects. Project management is valid across industries. This training equips professionals with numerous approaches that are used towards achieving desired project goals.



For: Engineering & Management Students

Digital Marketing

Digital Marketing is the act of promoting a business, brand, individual or cause through a variety of digital media channels, principally the internet, but also through digital display or mobile messaging platforms

In today's world of modern technology, there is no denying the fact that internet marketing or digital marketing is on high demand. In just a short period of time, digital marketing has grown from a mere dubious trend to a significant influence. Even the government of India has declared to make the country digital



Upon completion of this course, participants will be able to learn industry proven practical digital marketing frameworks & work on the techniques with continuous process of evolution.

For: Any Graduation, Engineering or Management Students

Business & Data Analytics

Business Analytics is a set of Statistical and Mathematical Management Tools and Processes used for analysing the past data that can drive fact-based decision making in an organisation. This being a very niche course, the objectives would be.

- To gain an understanding of how managers use business analytics to formulate and solve business problems and to support managerial decision making
- To become familiar with the processes needed to develop, report, and analyze business data.



For: Engineering & Management Students

Business Skills Program

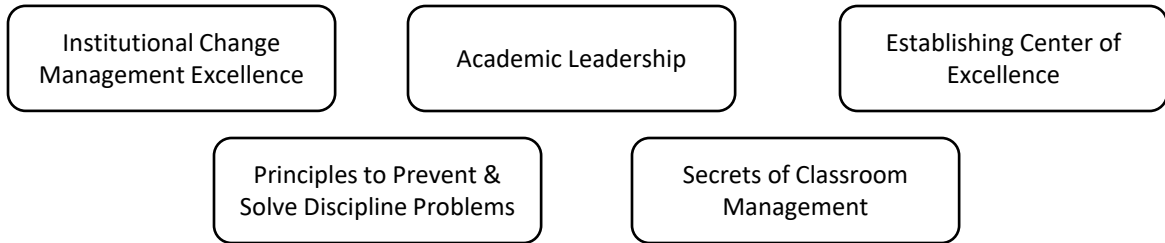
As the term itself denotes, this is a program meant to develop entrepreneurial & business management skills among the students. It refers to inculcation, development, and polishing the skills into a person needed to establish and successfully run his / her enterprise. The course will help students in the developing the following basic skills:

- Business Planning & Strategy Formulation Techniques
- Finance & Accounting
- Organizational Behaviour
- Marketing &
- Operations



For: Any Graduate or Engineering & Management Students

Faculty Development Programs



For: Teachers, Lecturers / Faculty, Heads of Departments & Academicians

Outcomes of the Faculty Development Programs:

- Enhance Faculty – Student Relationship
 - Manage effectively different types of students in the classroom, right from the sober one, to the naughtiest ones.
 - Insights on improving the instruction, management, discipline, student motivation & much more.
 - Practical examples and heartfelt advice to encourage them as they implement the secrets taught.
- Enhance College Brand Image:
 - This program helps institutions gain a competitive advantage through effective utilization of the available faculty resources – by instilling a sense of motivation to move ahead and embrace changing education industry dynamics.
 - Developing an environment having world class processes & benchmarking with leading institutions

About ACTSol & Associates

ACTSol & Associates is an Indian Management Consulting, Training & Development and Turnkey Project Consulting firm, with experts having hands – on experience in manufacturing & service sectors of the industry. Known for unique & boutique offerings, established in the year 2012, all the services are well researched & re – engineered with time so that it meets clients expectations. The team consists of subject matter experts, industry veterans, university vice chancellors, consultants, project managers and professionals, excellent facilitators & trainers having vast exposure in their respective fields.

Core Team Member Profile:

1. Mr. Sadashiv Borgaonkar – Founder – ACTSol & Associates – Bangalore / Gulbarga (Karnataka)
 - ✓ A Six Sigma Black Belt, Lean Management and Balanced Scorecard Certified Professional
 - ✓ Turnkey project solutions, turnaround solutions, process improvement, performance management strategies & content development.
2. Mrs. Snehal Borgaonkar – Head – Training & Development – ACTSol & Associates – Gulbarga (Karnataka)
 - ✓ A certified NLP Practitioner
 - ✓ Handles Training Assignments On Personal & Professional Development, Effective Communication For Management Students & College Faculty.

3. Mr Jasmeet Kohli – Principal Consultant – Operational Systems & Processes
 - ✓ A certified Lean Six Sigma Black Belt professional.
 - ✓ Expertise In Manufacturing Process Improvements, Standard Operating Procedures, Systems & Process Improvements, Six Sigma Systems of Process Excellence (Black belt Certified) and ERP Consulting
4. Mr. H S Shama Sundar – Principal Consultant & Trainer – Strategic HR & Organizational Development
 - ✓ Ex – CISCO, TSI Ventures & Rangsons Ltd
 - ✓ A Motivational Speaker, Business Strategist, Behaviourial, Transformational & Leadership Coach.
5. Mr. Srinath G – Principal Consultant – Training & Development
 - ✓ A certified NLP practitioner.
 - ✓ A certified six sigma black belt, lead auditor, takes up training & consulting assignments on process, productivity & profitability improvements.
6. Mr Suresh Menon – Principal Consultant & Trainer – Organizational Systems & Processes
 - ✓ A certified Six Sigma Black Belt & Supply Chain Management Professional.
 - ✓ Expertise In Manufacturing Process Improvements, Standard Operating Procedures, Systems & Process Improvements, Six Sigma Systems of Process Excellence (Black belt Certified) and ERP Consulting.
7. Mr Sundaram Ramani Iyer – Senior Consultant & Trainer
 - ✓ Ex – TATA Motors – Having exposure of 30 years in Industry across various domains (Operations, Marketing & HR).
 - ✓ Expertise in training junior level to senior level managers on selling, service & customer orientation skills.
 - ✓ Certified in Internal ISO 14001:2004 & OHSAS 18001:2007– (TUV)
8. Mr N Balan – Principal Consultant & Trainer – Process Improvements – Based in Bengaluru (Karnataka)
 - ✓ Ex DGM – Hindustan Aeronautics Ltd (HAL), Ex NTT – Content Development & Delivery Partner.
 - ✓ Conducts operations related – finishing school trainings to engineering & management colleges.
9. Mrs. Saritha Devpunje – Senior Consultant – Content Development & Voice Narration
 - ✓ Content Development Expert
 - ✓ Business Development Expert

Advisor & Mentors:

- Mr Varadraj M Hombali – Ex Special Director – Ashok Leyland Ltd.
- Mr Anil Sinha – Ex Country Head – TATA Motors
- Dr Paruchuri Gangadhara Rao – Current VC – University of Science & Technology – Ri Bhoi – Meghalaya. Ex – Director – CSIR North East Institute of Science & Technology.
- Dr Prof Jalees Tareen – Ex Vice Chancellor of BSA University, Pondicherry University and Kashmir University. Was member of UGC & Chairman – Committee on higher education reforms constituted by Govt of Kerala.

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