

Best Practice-1

Title: *Cultivating Holistic Leaders through Clubs for Soft Skills Enhancement and Empowerment Workshops*

- Club which operates to enhance leadership amongst the students
- Seminars, webinars, and Workshops on topics and issues that can hone their technical as well as soft skills

Context:

In today's fast-paced global environment, the demand for effective leaders extends beyond traditional hard skills. Holistic leadership involves the cultivation of a well-rounded individual who possesses not only technical know-how but also the soft skills needed to inspire, motivate, and guide teams. Recognizing this paradigm shift, the institution tries to inculcate within the students a sense of confidence and resilience. This builds the ability of problem-solving, decision-making, and critical thinking among the students.

Objectives:

- To nurture students into well-rounded individuals who are equipped with a blend of technical and soft skills.
- To equip students and faculty with the skills and confidence to take initiative, make decisions, and lead in various capacities.
- To instill a sense of teamwork, understanding of group dynamics, and the ability to work in cross-functional teams.
- To encourage a culture of lifelong learning and adaptability, ensuring that leaders are always up-to-date and ready to tackle new challenges.

The Practice:

- **Clubs:** Establishing leadership and soft skills within the institution acts as a foundational step. There is a platform created for the students to practice their leadership skills and train them. Many clubs are established like Innovation clubs, Weber Clubs, Music Clubs, Choreography clubs, Theatre Clubs, Cultural Clubs, Adventure Club, and Student Union to name a few. These clubs nurture talents and interests and most of all, this enables the decentralization of leadership roles amongst the students.
 - Various clubs organise programs for their concerns which give them the opportunity to grow in the field of their interest. For example, Weber Clubs conduct regular group discussions, and debates to hone communication skills.
 - Organize team-building exercises to improve teamwork and understanding of group dynamics within their area of interest and passion.
- **Seminars, Webinars, and Workshops:**
 - Various Departments have conducted Personality Development Programs, Skill-building programs that focus on Interactive sessions on entrepreneurship, career-building, sensitizing on issues that matter globally, and even problem-coping mechanisms are emphasized upon.
 - Special lecturers from different fields offer students a glimpse into real-world scenarios and expectations.

Evidence of Success:

- There's an increase in student participation in classroom discussions, club activities, and institutional events.
- Students demonstrate better clarity in presentations, written assignments, and group discussions.
- Group projects and teamwork activities witness more harmonious collaborations, reduced conflicts, and better outcomes.
- Students report feeling more confident, empowered, and equipped to handle leadership roles in their respective capacities.
- Alumni who have been through these programs and workshops often land leadership roles in their professional capacities faster than their peers and frequently attribute their success to the holistic training received during their academic tenure.

Problems Encountered:

- Resource Constraints: Conducting high-quality workshops and bringing in industry experts can be expensive and may strain the institution's budget.
- Time Management: Integrating these additional programs without overwhelming students and faculty can be challenging. There's a need to strike a balance between academic rigor and these supplementary activities.
- Measuring Outcomes: Soft skills development can be subjective, and there may be challenges in developing metrics to measure the effectiveness of these programs.

Resources Required:

- Trainers and Facilitators: Hiring or partnering with experts in soft skills training and leadership development.
- Infrastructure: Spaces conducive to group activities, discussions, and workshops. Investment in technology for webinars and online training sessions.
- Budget: Financial planning to support these initiatives, including guest speaker fees, training materials, and potential off-campus retreats or workshops.

Photo Evidence

<https://ghbcmz.in/wp-content/uploads/2023/10/Best-Practice-I.pdf>

Best Practice-2

Title: *Bridging Academia and Community: Fostering Authentic Engagement and Experiential Learning*

Context:

The Govt. Hrangbana College plays a vital role in not only educating students but also in promoting community development. It is common for students to struggle with the application of classroom learning to real-life scenarios. To address this issue, it is crucial to integrate academic learning with field trips and community involvement. This approach can effectively bridge the gap between theoretical knowledge and practical implementation.

Objectives:

- **Strengthen Community Ties:** Establish and enhance the symbiotic relationship between the academic institution and the local community.
- **Enhance Learning Experience:** Provide students with authentic, real-world experiences that complement their theoretical learning.
- **Civic Responsibility:** Cultivate a sense of civic duty and community responsibility among students.
- **Professional Development:** Offer students practical experiences that can enhance their career readiness and employability.

The Practice:

- **Community-Based Research Projects:** Students partner with local organizations or businesses to conduct research or undertake projects that address real community needs.
- **Internships and Co-ops:** Partnering with local businesses and organizations to offer students practical work experiences. MOUs are signed with local business houses, institution
- **Community Engagement Events:** Hosting forums, workshops, and other events that address community issues and promote dialogue between academia and the community.
- **Field Trips and Study Tours:** Departments organized field trips and Industrial Visits which are related to their respective syllabus.
- **On-the-Job Training:** M.com Students' and Psychology students are enrolled in internship programs at business houses. Internship Programme at Child Guidance Centre (CGC) by the Dept of Psychology.

Evidence of Success:

- **Increased Community Partnerships:** Growth in the number of community organizations collaborating with the institution.
- **Enhanced Student Learning Outcomes:** Improved grades and greater understanding of course material as evidenced by student feedback and assessments.
- **Positive Community Feedback:** Acknowledgment from community stakeholders about the positive impact of student projects and engagement.

- Problems Encountered:
- Funding Constraints: Some projects might require financial resources beyond what's available.
- Time Constraints: Balancing academic requirements with community engagement efforts can sometimes be challenging for students.

Resources Required:

- Community Engagement Office: A dedicated office or team responsible for liaising between the institution and community organizations.
- Funding: Budget allocation for community projects, transportation, and other related expenses.
- Digital Platforms: Tools and software to facilitate communication, project management, and collaboration between students, faculty, and community partners.

Evidence

<https://ghbcmz.in/wp-content/uploads/2023/10/Best-Prac-2.pdf>