

Avail The Best, From The Best.

Avail the best advice from the organisation that is most experienced and has delivered the best results

We will help you manage your
TEQIP Project and take
your **Institution** to the
next level



We helped you prepare your IEP & IDP- We helped you procure the Grant (6 of our client institutions from all over India qualified for the TEQIP Grant) - Now we will help you manage your TEQIP Project and take your institution to the next level.

TEQIP (PHASE II) IS ABOUT TO COMMENCE

The TEQIP (phase -II) is about to commence for institutions that fall under both categories (sub-component 1.1 as well as 1.2). At the outset we heartily congratulate all the institutes for having qualified for the TEQIP project. It is indeed an outstanding achievement— You are now one of the 200 best institutes in the country.

TEQIP OBJECTIVES

It is a good idea to revise the TEQIP objectives once again. The TEQIP effort will primarily focus on achieving the following objectives:

1. Strengthening institutions to produce high quality Engineers for better employability
2. Scaling-up Postgraduate Education and demand-driven Research & Development and Innovation
3. Establishing Centers of Excellence for focused applicable research
4. Training of faculty for effective Teaching
5. Enhancing Institutional and System Management effectiveness

IT SHALL BE RELEVANT TO REMEMBER THE FOLLOWING SALIENT POINTS

- Now that the results are out - the game has just begun.
- Every institute shall have their performance monitored very strictly by the TEQIP appraisal committee.
- At the end of 2 years if the performance of the institute is not up to the mark, not only the grant can be stopped - in certain cases the money may be asked to be refunded.
- It is therefore extremely important for the institutes to first form the relevant TEQIP committees as detailed in the IDP - project implementation plan.
- Mentioning in the proposal is very different from putting the same in implementation - our experience says that a thorough sensitization of the IDP - the project requirements, the specific action plans and how to implement them needs to be carried out across every institution.
- In many cases, our experience shows that handholding shall be required till such time the project gathers momentum.
- Overall, our experience says that it is good to hire an external consultant who is expert in the relevant domain.

WHY THE CENTER FOR PERSONAL TRANSFORMATION

The Center for Personal Transformation is truly the country's undisputed leader when it comes to providing consultancy support to Engineering Colleges with respect to TEQIP. We are the only organisation in the country who have provided consultancy support to over 40 institutions including NITs and universities both in TEQIP-I & TEQIP-II.

We have assisted the institutions in preparation of their IEP, conducting their SWOT and TNA, helped them prepare their strategic plan / strategic objectives, their action plans and helped them complete their IDP in all respects.

We have also conducted pedagogical training for the faculty, management competency development training for the academic managers and staff and student training(finishing school) for many of these institutes.

The Center for Personal Transformation, an ISO 9001:2008 organisation is a leading training and HR-consulting company and the only organization in the country which has worked with over 200 organizations and close to 100 premier institutions mostly engineering colleges all over India including the NITs.

This combination of both domains (industry and academia) makes us the only organization in India with real domain expertise on both sectors with an impeccable track record.

THE ARRAY OF SERVICES THAT WE CAN OFFER YOU

- We shall conduct a thorough sensitization program on the project for your institution that will help your people to be sensitized about the project, its objectives, the various aspects of the IDP, the relevant action plans, how to commence these activities formation of the various committees, documenting the roles and responsibilities etc.
- We can assist you in managing the entire project as Project Managers - step by step - phase by phase.
- We can assist you in implementing the Finishing School for students.
- We can assist you in conducting Pedagogy and Advanced Pedagogy training for your faculty.
- We can assist you in training the members of the management and developing their Management Competency.
- We can assist you in training your non-teaching staff.
- We can assist you in preparing the JD / KRA/KPIs of your people.
- We can assist you in formation and implementation of Performance Measurement Systems.
- We can assist you in obtaining Accreditation of your departments.
- We can assist you in enhancing your partnership with the industry.
- We can assist you in procurement of Consultancy Projects

SENSITIZATION OF THE PROJECT

Before embarking on the project it is imperative that a thorough sensitization about the project, the IDP and the road map be undertaken by key members of the institutes. Keeping this in mind we have designed an exclusive 'Project Sensitization Programme' which will cover the project objectives, the various aspects of the IDP, the relevant action plans, how to commence these activities, formation of the various committees, documenting the roles and responsibilities, KRA/KPIs etc. and other relevant areas.

This module will benefit in the following ways:

- Generate greater awareness and clarity about the project, its deliverables and deadlines.
- This will also help them identify how this project is going to help the institution and benefit its people
- This will also help the people to get motivated and participate in the project with greater interest.
- This module will also help the institute clearly identify the job description, roles & responsibilities of the key functionaries & their respective team members connected with the project and prepare their time bound project deliverables.

MANAGING THE PROJECT AS PROJECT MANAGERS

The consulting associates of The Center for Personal Transformation can assist you in managing the project efficiently. From the beginning we shall help you plan and develop strategies for proper implementation and monitoring of the TEQIP project - ensure that the desired project outcomes are achieved on time and the outputs are sustainable. As Project managers The Center for Personal Transformation will help institutes by

1. Facilitating a supportive and cooperative environment for the project through sensitization workshops.
2. We shall help the institute put in place robust project management procedures and use them to manage the project effectively from launch to completion.
3. We shall provide guidance and support with respect to the various action plans and ensure that the project targets are met on time.
4. We shall help keep the institution informed about changes (if any) with respect to the TEQIP committee, the NPIU, the SPFU and the World Bank.
5. We shall help you identify problems and issues early and suggest effective solutions.
6. We shall ensure that there are no time and cost overruns.
7. We shall constantly monitor the performance of the project time to time through progress reports, appropriate MIS statements, site visits etc.
8. We shall ensure that project deliverables and core project documents are submitted on time.

FACULTY AND STAFF TRAINING

Faculty and Staff development through training is a key TEQIP project objective. The Institutional development Proposal contains a detailed TNA conducted by the institution. It identifies the areas where both individuals and the institution would benefit from training in order to become more effective at achieving the individual's own objectives and the objectives of the institution.

The Center for Personal Transformation can help you on the above. We had a very successful stint during the Phase-I where we had successfully trained close to 1500 faculty and academic managers of various engineering colleges including NITs on **Pedagogy, Advanced Pedagogy and Management Capacity Building.**

OUR MODULES FOR TRAINING YOUR FACULTY

Basic Engineering Pedagogy, Advanced Pedagogy, Personal and Professional Attributes of a good Teacher, Communication and Presentation Skills, Preparation of Course and Lesson Plan, Lab and Workshop Planning, Project Work Planning, Access to Information Resources and Knowledge Bases, Use of Technology and Multi - Media in enhancing Learning and Performance, Assessment of Students, Designing the Question Paper, Micro - teaching Research Methodology, Attitude / Mindset Change, Team Building, Personality Development, Motivation, Quality Management, Standard Conferences, Consultancy and other felt needs.

OUR MODULES FOR TRAINING YOUR HODS & DEANS

Advanced Pedagogy, Effective Teaching Learning (Modern Pedagogy) Processes, Advanced Subject Knowledge, Advanced R&D Activity, Lab/Workshop Development, Quality Management, Consultancy Planning and Implementation, Budgeting and Financial Management, Management Capacity Development, Departmental / Institutional Management, Qualification Upgradation, Attitude / Mindset Change, Communication Skills, Motivation, other felt needs.

OUR MODULES FOR TRAINING YOUR TECHNICAL STAFF

Qualification Upgradation, Operation & Maintenance of Modern Laboratory and Advance Equipment, Attitude/Mindset Change, Personality Development, Communication skills, Motivation and other felt needs.

OUR MODULES FOR TRAINING YOUR NON-TECHNICAL STAFF

Qualification Upgradation, Advanced Learning in relevant occupational areas, Attitude/Mindset Change, Personality Development, Communication Skills, Motivation and other felt needs.

OUR MODULES FOR TRAINING YOUR ADMINISTRATIVE STAFF

Qualification Upgradation, Institutional Development and Management, Quality Management, Management Capacity Development, Management Information System, Budgeting and Financial Management, Systems Automation, Human Resource Management, Attitude/Mindset Change, Personality Development, Communication Skills, Motivation and other felt needs.

All our programmes are customized taking into account the specific institutional requirements – the modules are well researched, incorporated with the latest trends in the relevant areas, we use a lot of audio visual content and video aided training methodology especially for communication and presentation skills. We also use a lot of case studies, project work and films.

MANAGEMENT CAPACITY ENHANCEMENT

Institutional Management Capacity Building is a key TEQIP objective. Driving the action plans and translating the strategic objectives to reality and transforming the institute to a true centre of excellence shall require a strong leadership ability backed by competent management skills.

Institutional Management Capacity Building refers to the process of enhancing the abilities of higher management to accomplish specific activities related to organizational growth. Similar to faculty development, competency development in managerial skills is also an area important for TEQIP Project Implementation. Outstanding academic accomplishments do not automatically make one a great leader, an able people manager skilled in delegation, networking, time management and decision making. These competencies need to be developed. Like in an organization, conflicts also are normal in institutions which can severely thwart productivity - so conflict resolution skills, ability to motivate and mentor need to be developed. Similarly competencies in other areas like MIS, Fund Management, HR Systems and practices, Performance Management, putting in place best practices, etc. are also important.

The Center for Personal Transformation is very well known and trusted for its management capacity building capability which employs years of technical and institutional experience coupled with its pool of extremely eminent and talented coaches. We can help you analyze, build up and strengthen the capacity of every component of the Institution to successfully implement the TEQIP Project & sustain its benefits in the long run.

Our institutional development and capacity building programs are broken down into following components:

- a) Strengthening Program Management Systems
- b) Strengthening Sectorwise Management Systems
- c) Strengthening the Institutional Change Management Processes
- d) Strengthening the Financial Planning and Management Systems
- e) Strengthening the Education Facilities Planning and Management Systems
- f) Strengthening the Legislation, Governance and Regulatory Framework
- g) Developing leadership and managerial skills
- h) Best practices from national and international centres of excellence
- i) Sustainability Strategy
- j) HR strategies for effective institutional management

ACCREDITATION OF YOUR PROGRAMS

Accreditation also is a key TEQIP project objective. Our experienced accreditation consultants have first-hand knowledge of how to get your applications approved at all level. Our consultants know how to successfully navigate the accreditation process and save your time and money. We know what an accrediting agency looks for and our consultative approach ensures that your application meets their expectations.

Program approval and accreditation can be daunting. The forms are lengthy and require that information be presented in a specific manner. Having someone fluent in accreditation-process, will help shorten the process by anticipating what the assessors need, to quickly assess your application.

INDUSTRY – INSTITUTE PARTNERSHIP

Enhancing Industry – Institute partnership is another key TEQIP project objective. There can be numerous activities practiced between the industry and the institute such as Problem Solving, Calibration Activities, Curriculum Development, Joint R&D, study visits, Scholarships, Apprenticeship Training and Incubation Center etc.

The institutions stand to gain by way of up to date curricula, as a source of revenue generation by consultancy and R & D, source of manpower for employment, societal relevance, and most importantly acquisition of brand name/equity. Industry stands to gain by way of availability of employable manpower pool and increased productivity; faculty stands to gain by way of exposure to latest industry practices for more effective teaching-learning processes, etc; and students stand to gain by way of hands-on training, reduction of learning curve in industrial practices; and, society stands to gain by way of improved quality of goods and services.

Our experienced specialists together with our close connection with more than 200 organizations can help institutions develop a very strong IIP (Industry – Institute Partnership) cell.

UNMATCHED CONSULTING TALENT POOL

Our undisputed expertise under the able guidance of our CEO, Prof. Soumitra Chatterjee and his very eminent team of consulting associates comprising former deans of IITs, Vice chancellors, HoDs and HR chiefs of the best companies form a formidable pool of consulting talent.

SOME OF OUR INSTITUTIONAL CLIENTS

University of Calcutta
National Institute of Technology, Silchar
Sydenham College of Commerce and Economics, Mumbai
Veermata Jijabai Technological Institute (VJTI), Mumbai
Shreemati Nathibai Damodar Thackersey Women's University (SNDT), Mumbai
Central Board for Workers Education, Ministry of Labour, Government of India
Bhowanipore Gujarati Education Society College, Kolkata
Central Glass and Ceramic Research Institute, Kolkata
Haldia Institute of Technology, Haldia
JIS College of Engineering, Kalyani
Narula Institute of Technology, Kolkata
Guru Nanak Institute of Technology, Kolkata
Asansol Engineering College, Asansol
Durgapur Society of Management Science, Durgapur
College of Engineering & Management, Kolaghat
Heritage Institute of Technology, Kolkata
Techno India College, Kolkata
Nexgen School of Management & Technology, Kolkata
Bankura Unnayani Institute of Engineering, Bankura
Government Engineering College, Jalpaiguri
Government College of Engineering & Textile Technology, Srerampore
Indian Institute of Chemical Biology, Kolkata
Kalyani Government Engineering College, Kalyani
Camellia Institute of Technology, Kolkata
Institute of Chartered Accountants of India, Kolkata
Institute of Company Secretaries, Kolkata
Indian Institute of Social Welfare and Business Management (IISWBM), Kolkata
National Institute of Technical Teachers' Training & Research, Chandigarh
Sree Dattha Institute of Engineering and Sciences, Hyderabad
D.Y.Patil Institute of Engineering and Technology, Pune
Pydah college of Engineering and Technology, Vishakhapatnam
Bhai Gurudas Institute of Engineering and Technology, Sangrur
Don Bosco Institute of Technology, Bangalore
Chadalawada Ramanamma Engineering College, Chittoor
Orissa Engineering College
Bharti Vidyapeeth University, College of Engineering, Pune
Sri Venkatesh College of Engineering and Technology, Chittoor
GLA University, Mathura

SOME OF OUR CORPORATE CLIENTS

Airlines

Indian Airlines

Banking

Allahabad Bank
Bank of India
Punjab National Bank
Syndicate Bank
UCO Bank

BPO

Acclairs Business Solutions Private Limited
Savianca Technologies
Pecon

Cement

Ambuja Cements
ACC Concrete Limited
Grasim Cements
Lafarge India Limited
Rajashree Cements
Vinay Cements

Chemicals and Fertilisers

Paradeep Phosphates Limited

Coal

Coal India Limited

Engineering

ALSTOM Projects India Limited
Inspectorate Griffith India Limited
KND Engineering Technologies Limited
Larsen & Toubro Limited
McNally Bharat Engineering Company Limited

Fast Moving Consumer Goods

ITC Limited
National Dairy
Britannia

Glass & Ceramic

La Opala

Healthcare & Pharmaceuticals

Albert David Limited
Merind India Limited

Hospitality

Oberoi Grand
Apeejay Surrendra Group

Hospitals

B.M. Birla Heart Research Centre
Bhagirathi Neotia Women & Child Care Centre
Calcutta Medical Research Institute
Wockhardt Hospitals

Information Technology

CSC India
IBM India
Keane India Limited
Mahindra Satyam
MOL Information Technology India Pvt. Ltd.
Infosys
Tata Consultancy Services
ITC Infotech
Vision Comptech
Tech Mahindra
UshaComm
Wipro Technologies
Xenolith Technologies Pvt. Ltd.

Realty

Ambuja Realty Development Limited

Insurance

Reliance Life Insurance Company Limited
ICICI Prudential Life Insurance Company
Kotak Mahindra Old Mutual Life Insurance Limited
ING Vysya Life Insurance Company Limited
Life Insurance Corporation of India
HDFC Standard Life Insurance Company Ltd.
National Insurance Company Limited

Iron and Steel

Steel Authority of India Limited, Bokaro Steel Plant

Manufacturing

Adani Wilmar Limited
Berger Paints India Limited
Bharat Heavy Electricals Limited
Eveready Industries India Limited
Greaves Cotton Limited
Hindustan Copper Limited
ITW Signode India Limited
Phoenix Yule Limited
Siemens India
Usha Martin Limited
Voltas Limited
Wesman Engineering
India Carbon Limited

Non-Banking Finance

SREI Capital
Peerless Group

Non-Government Organisation

CINI
Krishi Gram Vikas Kendra (KGVK)

Petroleum

Bharat Petroleum Corporation Limited
Castrol India Limited
Hindustan Petroleum Corporation Limited
Indian Oil Corporation Limited
Oil & Natural Gas Corporation

Power

Calcutta Electric Supply Corporation
DPSC Limited
NTPC Limited

Sports

Cricket Association of Bengal

Shipping

India Steamship Limited

Tea

Assam Tea Company
Indian Tea Board
Tea Association of India

Telecommunication

Bharti Airtel
Nokia-Siemens Networks
Vodafone-Essar Limited

Textiles

Indian Rayon
Jaya Shree Textiles
Jute Corporation of India

West Bengal Government

West Bengal Industrial Development Corporation



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(An ISO 9001:2008 Organisation)

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