

A Report on
Faculty Development Programme on
Mentoring Pedagogy and Classroom Delivery Enhancement Techniques

Date: 12.06.2023 to 17.06.2023

Time: 9:30 am to 4:30 pm

Organised by: IQAC, Dispur Law College in Collaboration with Skillfinity

Resource Person: Mr Anjan Choudhury

The One Week Faculty Development Programme on Mentoring Pedagogy and Classroom Delivery Enhancement Techniques was organised by the IQAC, Dispur Law College in collaboration with the training institute Skillfinity, Transforming/ Training. The programme was held from 12th June,2023 to 17th June,2023. All the Seventeen Faculty Members (fulltime and parttime) including the principal were attended the programme. The faculty development programme was held in blended mode.

Day-1.

The programme starts with a warm welcome address of the principal of Dispur Law College, Dr. Gargi Dutta Paul. The Resource Person Mr. Anjan Choudhury was felicitated by the vice-principal of Dispur Law College, Dr. Swapna Mannindranath Deka. Before starting the first technical session a brief introduction among the participants was held

At the beginning of first technical session the Resource Person spoke in brief about **Life Skill, Capacity Building, Soft Skill and Language Proficiency.**

In the first technical session the resource person discussed in detail about **Life Skill**. He spoke about **Life Skill process of Evaluation and Assessment, Implementative Learning, Employment Enhancement Techniques, Professional Culture and Learning Synthesis.**

The resource person emphasises upon four **Reflective Skill** such as problem-solving ability, critical thinking, personal skill such as self- awareness and interpersonal skill. To him there are **three interpersonal skill- stress management skill, anger management skill and conflict management skill**. He spoke about **Transactional analysis** also.

Then he discussed about the benefit of **Life Skills**. He said that practice of Life Skills helps in attaining the qualities of – self-esteem, sociability and tolerance, action competence to take action and generate change and independent decision-making ability.

After that a physical activity was done to illustrate the benefit of the life skill which was very interesting.

After the lunch break from 1:30 to 2:00pm, the second technical session was started. In the second technical session the resource person discussed in details about essential skills in

teaching life skills where he emphasises on the topics- **focus and self-control, perspective taking, communication, making connection, critical thinking, taking challenges and self-directed engage learning**. He also discussed in details about the **ten core life skills**. He spoke about **7 Cs** of Effective Communication. These are- **clarity, concise, concrete, complete, correct, courteous and coherent**.

The day long programme was ended at 4:45 pm with an interesting story telling.



Fig.1: Glimpses of Day 1

Day-2

The first technical session of the day-2 was started by the resource person with a very interesting story named Five Million Dollar. Then he discussed in details about **Non- Verbal Communication**. In non-verbal communication three important topics were discussed. These are **Cynergies, Proxemics and Chronemics**. He mentioned **four kinesics of Paralanguage** –Face, Hands, Torso and Legs.

After a small tea break the resource person discussed about **Effective Listening**. He discussed the **eleven barriers of effective learning**. These are 1. Comparing 2. Mind reading 3. Planning, 4. Filtering 5. Judging 6. Day Dreaming 7. Advice 8. Always right attitude 9. Changing the topic 10. Placating and 11). Jumping to conclusion. A physical activity was done with the participants to illustrate the barriers.

He suggested **some effective ways to improve the Listening Skills** such as ---

- Maintain eye contact with the instructor
- Focus on content, not in delivery
- Avoid emotional involvement
- Avoid distractions

- Stay active by asking mental question
- treat listening as challenging mental task
- Use gap between Rate of Speech (ROS) and Rate of Thought (ROT)

Then he mentioned about **Benefits of Effective Listening** such as---

- ✓ Encourage the speaker
- ✓ Speaker will present more information
- ✓ Listener will understand the speaker better
- ✓ Both will avoid senseless argument
- ✓ Problem solving will be easier
- ✓ Better decision- making ability

After the lunch break from 1:15 pm to 2:00 pm the second technical session was started which was a brainstorm session on **Mentoring**. First a fall he mentioned about that **why the Mentee need a Mentor**.

The resource person suggested following **tips how to Mentor**---

- Address their needs
- Treat them as colleagues
- Include them in everything
- Explain everything that you do
- Critique their learning
- Encourage them to watch you
- Allow them to deal interpersonal issues with you too
- Trustworthiness of the mentor
- Psychotherapy, skillometry and adolescence pedagogy
- Give feedback and ask question
- Ease them into teaching
- Independent installation concept
- Be encouraging

After that a funny but productive drawing activity was done,

At the last part of the session a productive discussion on NAAC was held. He mentioned five **Core values of NAAC**—

1. Nation building process
2. Fostering global competency
3. Inculcating value system
4. Promoting the use of technology
5. Quest for excellence

At the end an **Evaluation Test** was conducted.

The session was ended at 4:45 pm.



Fig.2: Glimpses of Day 2

Day-3

The first technical session was started at 9:40 am. The resource person Mr Anjan Choudhury discussed in details the **7 Criterion of NAAC** manual –

1. Curriculam Aspect
2. Teaching Learning
3. Research, Innovation and Extension
4. Infrastructure and Learning Resources
5. Student Support and Progression
6. Governance Leadership and Management
7. Institutional Values and Best Practices.

He discussed the vertical aspect of NAAC.

After a small tea break the resource person discussed about **Personality Disorder**. To him there are three Personality Disorder—

1. Eccentric Personality Disorder
 - a. Paranoid Disorder
 - b. Schzoid Disorder
 - c. Schizotypal Disorder
2. Dramatic Personality Disorder

- a. Antisocial Disorder
 - b. Borderline Disorder
 - c. Histrionic Disorder
 - d. Narcissistic Disorder
3. Anxious Personality Disorder
 - a. Avoidant Disorder
 - b. Dependent Disorder
 - c. Obsessive Compulsive Disorder

After that an activity was done to check Personality Disorder.

After the lunch break from 1:30 pm to 2:00pm the second technical session was started. In the second technical session the resource person spoke about **Public Speaking**. There are three **Structure of Speech** such as – Appearance, Paralanguage and Voice. There are **4 Ps** of voice modulation. These are—Pitch, Pause, Pace and Power.

After that an activity was done to understand the voice modulation.

At the last part of the second technical session discussion was held on **Attitude**. There are four possible reactions to attitude object—Positive attitude, Dual attitude, Indifference attitude and Negative attitude.

He mentioned about three **Components of Attitude**—

1. Cognitive Attitude
2. Affective Attitude
3. Behavioural Attitude

The day long training programme was ended at 4:30 pm.



Fig.3: Glimpses of Day 3

Day-4

The first technical session of day-4 was started at 9:45 am with an interesting story telling. After the interesting story the resource person discussed about the **Functions and theory of Attitude**. There are four main **functions of Attitude**—

- Value expressive function
- Ego defensive function

→ Knowledge function

→ Utilitarian/ Instrumental function

Theories of Attitude---

→ Cognitive dissonance theory

→ Self- perception theory

After that two activities, one physical and one on paper activity were done.

After the Lunch Break from 1:30 pm to 2:00 pm the second technical session was started. In the second technical session the resource person discussed in detail about the topic **Anchoring**.

There are **five types of Anchors**--

1. Kinaesthetic Anchor
2. Auditory Anchor
3. Visual Anchor
4. Olafactory Anchor
5. Gustatory Anchor

Four Quotients of Anchor—

1. Intelligence Quotient (IQ)
2. Emotional Quotient (EQ)
3. Social Quotient (SQ)
4. Adversity Quotient (AQ)

After the small Tea Break the resource person discussed in details about **Effective Presentation Skill**.

Four Steps or 4 Ps of Presentation are---

1. Plan
2. Prepare
3. Practice
4. Present

Before the end of the session an **Evaluation Test** was conducted.

The day long programme was ended at 4:50 pm.



Fig.4: Glimpses of Day 4

Day- 5

The first technical session of day- 5 starts at 9:50 am with an interesting story, told by resource person Mr. Anjan Choudhury. After the story he spoke about **Life Lesson**. He said that there are **12 Life Lesson**. These are—

1. Resolve all conflicts before you go
2. Simplicity is the truth of life
3. Filter out people's bad trait
4. Be willing to seek help from others
5. Find beauty in simple things
6. Acceptance is liberation
7. Accepting everyone as the same makes service easier
8. When you find your purpose, do something about it
9. Habits become values
10. Choose what you want to learn
11. You don't break ties with people, you break ties with thought
12. Ten percent of what you earn should be kept aside for dharma

After a small tea break the resource person discussed about **Trainer Orientation and Facilitation Skills**. He spoke about **Importance of Training and Adult Learning**. The three steps of teaching are Start, Conduct and Wrap up.

The resource person discussed on the topics like----

Role of Trainer/ Teacher

- ✓ Subject matter Expert
- ✓ Act as Counsellor
- ✓ Leader/ Motivator
- ✓ Be a Learner
- ✓ Be a manager
- ✓ Be a Human Being

Leadership Styles--

- Democratic Leadership
- Autocratic Leadership
- Laissez Faire Leadership
- Strategic Leadership
- Transformational Leadership

→ Transactional Leadership

→ Coach Style Leadership

→ Behavioural Leadership

Learning Attributes –

→ Disciplinary knowledge

→ Communication skill

→ Critical thinking

→ Problem solving

→ Analytical reasoning

→ Research skill

→ Reflecting thinking

→ Team work

→ Multicultural competency

→ Leadership readiness

After that an activity was done to illustrate some of above points.

After the Lunch Break from 1:30 pm to 2:30 pm the second technical session was started. In the second technical session the resource person discussed in details the **Adult Training Principles**. He also spoke about V..A..K Treatment (V-Visual learner, A- Auditory learner and K- Kinaesthetic learner).

He spoke about **Platform Skill of Effective Learning. The Pose never be done in the classroom—**

→ Stern parent

→ Parade

→ Juggler

→ Fiddler

→ Stiff

He mentioned about two **kinds of Probing—**

1. Open Probe

2. Closed Probe

He spoke about **R...A...F formula of Handling Queries—**

R---Rephrase

A--- Answer

F--- Feedback

At the last he spoke about **way of Answering**.

At the end an activity was done by the participants.

The day long programme was ended at 5:00 pm.



Fig.5: Glimpses of Day 5

Day-6

The 6th or the last day program was started at 10:00 am. From 10:00 am to 11:00 am a brief discussion was held on **Effect of Audio- visual class** and **Theory of Degeneration**.

From 11:00 am to 12:00 am the **Valedictory Session** was held. In the Valedictory Session the participants shared their experiences. Resource Person Mr. Anjan Choudhury also shared his experience with the participants. At the end of the session Certificates of Appreciation and Certificates of Participation were distributed. The Valedictory session was ended with a Vote of thanks of Dr. Plabita Saikia, Assistant Professor, Dispur College.

As the Faculty Development was in Blended mode so in the last part of the Day-6 some Classwork were done in the Goggle Classroom Platform. Learning Synthesis and Case Study were done by the participants in the Google Classroom.



Fig.6: Glimpses of Day



Fig.7: Certificates of Appreciation and Certificates of Participation received by the participants

Attendance of the participants

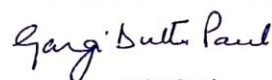
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Transforming / Training
Date from 12-06-2023 – 17-06-2023

Date:- 12-06-2023

ATTENDANCE

Sl No	Name	Signature (First Session)	Signature (Second Session)
1	DR. GARGI DUTTA PAUL	Gargi Dutta Paul	Gargi Dutta Paul
2	DR. SWAPNA DEKA MUNINDRANATH	Swapna M Deka	Swapna M Deka
3	DR. JYOTSHNA SALOI	Jyotshna Saloi	Jyotshna Saloi
4	DR. SURANJANA KALITA	Suranjana Kalita	Suranjana Kalita 12/6/2023
5	DR. PALLABI BARUAH	Pallabi Baruah	Pallabi Baruah
6	DR. INDRANI MEDHI	Indrani Medhi	Indrani Medhi
7	MIR. KAMAL MEDHI	Kamal Medhi	Kamal Medhi
8	DR. JINTU BORAH	Jintu Borah	Jintu Borah
9	DR. CHANDAMITA SARMA	Chandamita Sarma	Chandamita Sarma
10	DR. NIJU MANI DAS	Niju Mani Das	Niju Mani Das
11	DR. PLABITA SAIKIA	Plabita Saikia	Plabita Saikia
12	MR. TANAY PAUL	Tanay Paul	Tanay Paul
13	MRS. NIBEDITA KALITA	Nibedita Kalita	Nibedita Kalita
14	MRS. RUPANJALI DAS	Rupanjali Das	Rupanjali Das
15	MS. LIPIKA BAIDYA	Lipika Baidya	Lipika Baidya
16	MR. PUNYAG PRATAP. BARDOLOI	—	—
17	MRS. LUCKY RANI NAG	Lucky Rani Nag	Lucky Rani Nag


Director FOUNDER.
Skillfinity


Principal
Dispur Law College

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ATTENDANCE

Date:- 13-06-2023

Sl No	Name	Signature (First Session)	Signature (Second Session)
1	DR. GARGI DUTTA PAUL	Gargi Dutta Paul	Gargi Dutta Paul
2	DR. SWAPNA DEKA MUNINDRANATH	Swapna M Deka	Swapna M Deka
3	DR. JYOTSHNA SALOI	Jyotshna Saloi	Jyotshna Saloi
4	DR. SURANJANA KALITA	Suranjana Kalita 13/6/23	Suranjana Kalita 13/6/23
5	DR. PALLABI BARUAH	Pallabi Baruah	Pallabi Baruah
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Date from 12-06-2023 – 17-06-2023

ATTENDANCE

Date:- 14-06-2023

Sl No	Name	Signature (First Session)	Signature (Second Session)
	DR. GARGI DUTTA PAUL	Gargi Dutta Paul	Gargi Dutta Paul
	DR. SWAPNA DEKA	Swapna M Deka	Swapna M Deka
	DR. JYOTSNA SAKOI	Jyotsna Sakoi	Jyotsna Sakoi
	DR. SURANJANA KALITA	Suranjana Kalita	Suranjana Kalita
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	DR. JINTU BORAH		
	DR. CHANDAMITA SARMA	Chandamita Sarma	Chandamita Sarma
	DR. NIJU MANIDAS	Niju Mani Das	Niju Mani Das
	DR. PLABITA SAKIA	Plabita Sakia	Plabita Sakia
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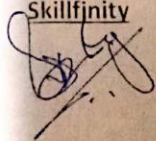
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Date from 12-06-2023 – 17-06-2023

ATTENDANCE

Date: 15-06-2023

Sl No	Name	Signature (First Session)	Signature (Second Session)
1	DR. GARGI DUTTA PAUL	Gargi Dutta Paul	Gargi Dutta Paul
2	DR. SWAPNA DEKA MUNINDRANATH	Swapna M Deka	Swapna M Deka
3	DR. JYOTISHNA SALOI	Jyotishna Saloi	Jyotishna Saloi
4	DR. SURANJANA KALITA	Suranjana Kalita 15/6/2023	Suranjana Kalita 15/6/23
5	DR. PALLABI BARUAH	Pallabi Baruah	Pallabi Baruah
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Date from 12-06-2023 – 17-06-2023

ATTENDANCE

Date:- 16-06-2023

Sl No	Name	Signature (First Session)	Signature (Second Session)
1	DR. GARGI DUTTA PAUL	Gargi Dutta Paul	Gargi Dutta Paul
2	DR. SWAPNA DEKA ANINDRANATH DEKA	Swapna M Dey	Swapna M Dey
3	DR. JYOTSHNA SALOI	Jyotshna Saloi	Jyotshna Saloi
4	DR. SURANJANA KALITA	Suranjana Kalita 16/6/23	Suranjana Kalita 16/6/2023
5	DR. PALLABI BARUAH	Pallabi Baruah	Pallabi Baruah
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Principal
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(Dr. Swapna Manindranath Deka)
Coordinator, IQAC
Dispur Law College