



Committed to developing "Conscientious, Confident & Caring quality nursing professionals"
MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S

Smt. Bakul Tambat Institute of Nursing Education

(Affiliated to MSBNPE, MNC, MUHS & INC, NAAC Accredited) 'A' Grade



Criterion VI

Governance, Leadership and Management

(2024-2025)

6.5 Internal Quality Assurance System

6.5.2 Details of workshops/seminars specific to quality improvement attended by teachers

**MAHARSHI KARVE STREE SHIKSAN SAMSTHA
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE- 411052**

Report on Training of Trainers on Simulation Based Education sponsored by INC

14/10/2024 to 19/10/2024



Report on Training of Trainers on Simulation Based Education sponsored by INC

Date: 14/10/2024 to 19/10/2024

Days: 6 days

Venue: National Reference Simulation Centre, SGT University, Gurugram.

Participants: 35 (From MKSSS BTINE, 2 faculties Mrs. Dipali Awate and Ms. Smita Lisham)

We the faculty of MKSSS BTINE, Karvenagars, Pune attended 6 days training programme on Training of Trainers on Simulation Based Education sponsored by INC collaboration with National Reference Simulation Centre, SGT University, Gurugram.

National Reference Simulation Centre (NRSC) was established in October 2018 by Tetra Partite collaboration between Indian Nursing Council (INC), Jhpiego, Laerdal and SGT University with the vision of implementing inter-professional education in the State of the Art simulation centre through simulation based education. It has been developed to support the clinical parts of all the 4 years of B.Sc. Nursing curriculum- Nursing Foundation, Medical Surging I and II, Child Health Nursing, OBG Nursing and parts of the Community Health Nursing.

Training objective were:

Upon successful completion of the course, participants will be able to:

- Introduce the concept of Circle of learning.
- Demonstrate skills practice using checklists and skills evaluation using OSCEs.
- Teach decision making and critical thinking using case studies.
- Facilitate simulation session independently with high quality pre-brief, scenario and debriefing
- Develop a plan for integrating simulation-based education methodology into B.Sc. Nursing training.
- Appropriately use existing manikins and standardized patients for skills and simulation based training.

Day 1 (14/10/2024):

- The day commenced with registration and a pre-test, followed by a brief introduction of all participants.
- Mrs. Anu Grover, Director of NRSC, formally introduced each trainer and inaugurated the training session. She facilitated a discussion to elicit the participants' expectations, set the training norms, and provided an overview of the 6-day training programme. She also introduced the concept of the Circle of Learning.
- A video on the concept and scope of nursing was presented, followed by a group discussion that helped motivate and engage the participants.
- After the video session, a tea break was given.
- In the next session, Mrs. Ritu Yadav introduced the concept of checklists and Objective Structured Clinical Examination (OSCE). She conducted a detailed discussion on how to use checklists and develop OSCEs. This was followed by a lunch break.
- Post-lunch, participants were divided into four groups, each comprising nine participants. A live demonstration on how to conduct an OSCE was performed by trainers assigned to each group. This was followed by group-wise hands-on practice under trainer supervision.

Day 2 (15/ 10/2024):

- The day began with a recap of Day 1 conducted by Ms. Anu Grover.
- Following the review, a video from Gray's Anatomy was played, and participants were engaged in group discussions based on the content.
- The next session focused on Adult Learning, conducted by Ms. Ritu Yadav. She covered key aspects including:
 - Objectives and the needs of adult learners
 - Differences between child and adult learning
 - Motivational factors for adult learners
 - Several real-life examples were used to enhance understanding.
- After the tea break, Ms. Amandeep Kaur delivered a lecture on Decision Making, where she discussed:
 - The steps, features, and importance of decision-making in clinical practice.

- This was followed by a case study demonstration, during which one example was shared and all group members participated actively. This session concluded at 2:00 PM.
- After lunch, participants were given an orientation of the Simulation Lab, including a tour of all rooms and task trainers.
- The group was divided into two, and Ms. Usha Yadav and Ms. Ritu Yadav facilitated a hands-on orientation to Laerdal Global products, including:
 - Task trainers such as MamaBirthie, MamaBreast, and Term Baby
 - An explanation of hybrid simulation and detailed information on manikins and simulation tools
- By 3:00 PM, participants were again divided into small groups for case study discussions under the guidance of the facilitators.
- Each trainee was given the opportunity to present one case study to their group. This session focused on using case discussion methods to enhance critical thinking and student engagement through brainstorming.
- Day 2 concluded with a group reflection on the case study discussion method and its importance in learner engagement.

Day 3 (16 / 10/ 2024):

- The day began with an overview of the previous day's content. Then, participants engaged in an activity: watching a video that taught a valuable lesson—not to be judgmental and not to make assumptions before verifying the facts. This lesson proved especially helpful in improving how we interact with students.
- Next, Ms. Ritu delivered a lecture on simulation, covering its objectives, necessity, structure, and classification. Her presentation emphasized the importance of prebriefing, conducting scenarios, and debriefing within the simulation process.
- Following that, Ms. Usha Yadav led a session on debriefing. She explained what debriefing is, who is qualified to conduct it, and detailed its phases—reaction, analysis, and summary—as well as the pivotal role of the facilitator in each phase.
- After lunch, the participants were divided into five groups. Each group observed a facilitator's demonstration on how to conduct a full simulation—from planning and prebriefing to running the scenario and conducting the debriefing.

Day 4 (17/10/2024):

- Day 4 commenced with an overview of Day 3, delivered by Ms. Ritu Yadav. She led a discussion session and clarified doubts raised by participants regarding the previous day's content.
- Following the review, a group discussion was conducted on the concepts of advocacy, enquiry, and exercise. During this session, facilitators guided participants on how to formulate questions appropriately, with an emphasis on maintaining a non-judgmental approach.
- This activity was designed as a brainstorming exercise, helping participants learn how to frame questions based on different scenarios, thereby enhancing their critical thinking and facilitation skills.
- Later, participants were divided into four groups. Each trainee took a turn to act as a facilitator and conducted a simulation session. This hands-on practice offered participants valuable experience in facilitation and scenario handling.
- Participants engaged in simulations based on a variety of clinical scenarios, including:
 - Newborn birth
 - Triage
 - Cardiopulmonary resuscitation (CPR)
 - Oxygen and nebulization therapy
 - Palliative care
 - Bronchitis
 - Dehydration management
- The session provided a rich learning experience, allowing trainees to apply their knowledge, improve facilitation techniques, and gain confidence in managing simulations effectively.

Day 5 (18/10/2024):

- The day began with a reflection on the previous day's learning, led by Mrs. Anu Grover, followed by the division of participants into four groups for simulation activities.
- Each group was assigned a specific simulation area based on their scenario, such as:
 - Foundation of Nursing (FON) Lab

- Child Health Lab
- Maternal and Child Health (MCH) Lab
- Each group worked under the supervision of a simulation trainer. The participant acting as the facilitator was responsible for:
 - Preparing and presenting their assigned scenario
 - Explaining the roles to group members
 - Conducting pre-briefing, the simulation, and debriefing sessions
- Trainers provided observations and feedback, emphasizing detailed aspects of:
 - Pre-briefing protocols
 - Scenario execution
 - Effective debriefing techniques
- Throughout the day, each group conducted three simulation scenarios:
 - Two simulations were completed before lunch
 - From 1:30 PM to 2:30 PM, participants were given time to visit various exhibition stalls arranged by SGT University, showcasing educational tools, resources, and innovations.
 - After the stall visit, the afternoon session resumed, during which each group conducted one final simulation for the day.
 - The day concluded with feedback and reflection on the simulations conducted, highlighting both strengths and areas for improvement in facilitation and scenario management.

Day 6 (19/10/2024):

- The final day of the training began with a recap of all activities conducted over the past five days, led by Mrs. Anu Grover. She emphasized the key learnings, shared the action plan guidelines issued by the Indian Nursing Council (INC), and explained how participants could implement the training modules at their respective institutes.
- Mrs. Grover also provided step-by-step guidance on how to fill out the action plan, which each participant is required to submit individually to the INC.
- After the briefing, participants were once again divided into groups for simulation practice. Each group participated in two scenarios before lunch, applying the knowledge and facilitation skills gained throughout the training.

Valedictory session

- The valedictory session commenced at 2:00 PM, marking the official conclusion of the 6-day training programme.
- Participants completed the required documentation and evaluation forms, including:
 1. Daily Session Feedback Form
 2. Post-Test
 3. Instructor Individual Evaluation Form
 4. Self-Rating Scale
 5. Overall Training Feedback Form
 6. Action Plan Submission
- Following the form submission, the trainers and facilitators—Ms. Anu Grover, Ms. Usha Yadav, Ms. Ritu Yadav, and Ms. Amandeep Kaur—shared their reflections and commended the 35th batch for their enthusiastic participation and dedication.
- Selected participants also shared heartfelt feedback, including:
 - Mrs. Vasanti
 - Ms. Anni
 - Mr. Surendra
 - Mrs. Dipali Awate
 - They expressed deep gratitude to the facilitators and the INC for organizing such a meaningful and enriching training experience.
- Each participant was awarded a certificate of successful completion, marking their achievement.
- The training concluded with a group photograph, capturing the shared sense of accomplishment, knowledge, and emotional connection built over the six days.




PRINCIPAL
MKSSS's Smt. Bakul Tambat
Institute of Nursing Education
Karvenagar, Pune-411 052.

PHOTOGRAPHS



Valedictory session:




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Karvenagar, Pune-411 052.

MAHARASHTRA UNIVERSITY OF HEALTH SCIENCES, NASHIK.

MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S

SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION KARVENAGAR

PUNE- 411052

MUHS MET APPROVED.

REPORT OF BASIC RESEARCH METHODOLOGY WORKSSHOP

DATE

14TH- 18TH OCTOBER 2024

VENUE

MKSSS BTINE, MULTI- PURPOSE HALL KARVENAGARD PUNE-411052

Introduction: -

A Basic research methodology workshop was organized by Maharshi Karve Stree Shikshan Samstha's Smt. Bakul Tambat Institute of Nursing Education, Pune on 14th to 18th October 2024. This workshop was approved by MUHS, Nashik and total 50 participants were registered in the workshop. Dr. Meena Ganapathy, Principal of MKSSS BTINE was the organizing Chairperson and program coordinator was Mrs Laishangbam Bijayalakshmi Devi, Professor of MKSSS BTINE, Karvenagar , Pune

OBJECTIVES:

- To understand and comprehend the basics in research methodology and applying them in their research / project work by the participants.
- To deliberate and discuss the designs, techniques, research ethics, inferential statistics and tools to be employed in completing research project.
- To enable the participants to prepare

Basic Research Methodology Workshop progress reports

Day One: - 14/10/2024

REGISTRATION AND PRETEST

Registration was started from 12:30 pm to 1:00 pm and pre-test was conducted. The program began with greeting and felicitation of the Guest members and Resource person and offer flowers to the Anna, Baya and Bharat Mata. Prayer song was arranged by our students before beginning with the session. Later welcome address was given by the Principal madam Dr Meena Ganapathy.

At 1:00pm – 3:00pm ,1st session was conducted by Dr. Vikram Garcha, Professor from Sinhgad Dental College and Hospital, Pune. He Introduce to” Research Methodology and Descriptive Studies” and took Study Designs: “Descriptive studies”. It was an informative and good beginning of the session including discussion.

After refreshment break, next session started at 3:15 pm – 4:45 pm by Dr. Suvarna Joshi Associate Professor from B.J Medical College Pune as second session of the day. She had taken

lecture on Case Control, Cohort Studies and Experimental Studies. It was very informative session and was followed by group activity from 4:45 to 5:30 pm by Dr. Suvarna Joshi madam. All the participants were divided into 5 groups (10 members in each group) by denoting group name as Group-A, B, C, D, and E. Each group was discussing among itself and 1 topic was decided, indicating why topic was selected by the group over other topic and came out with at least 2 research questions and related hypothesis, type of study with the reasons there of and dependent and independent variables included in the study.

One of the member as a representative from each group came ahead and present their topic, and they all performed well.

Day Two: - 15/10/2024

The second day begin at 1:00pm by Prof. L. Bijayalakshmi Devi, Professor from MKSSS BTINE, Pune. She introduce to "Types of Data and Data Presentation" and gave brief knowledge about how to presentation. It was an informative and good beginning of the session including discussion. The second session begin at 1.50 pm by Dr. Meena Ganpathy, Principal since 2000 at MKSSSBTINE Pune. Mam has taken lecture on "Literature Search" and introduced us to the websites such as orchid, pubmed, and semantic searches for literature reviews. She explain use of Boolean, deep 3earches etc. It was very useful and informative for the participants. After a break of 15 minutes tea break, at 3.15, group activity started under Dr. Meena Ganapathy. Each group was given task to open Orchid account and do literature searches, using Boolean references styles etc. Practical information were obtained by the participants.

3rd session was conducted Dr. Kadambari Ambildhok at 3:45pm – 4:45pm. She has taken lecture on "Sampling: Methods & Sampling size". It was a really informative and good information of type of sampling and sample calculation etc and group discussion was conducted.

Day Three: - 16/10/2024

Time 1:00pm – 1:45pm

Third day, 1st session was conducted by, Dr Vineet Vinay from Sinhagd Dental College and Hospital, Pune at 1 pm to 1:45 pm. He Introduce to "Inferential Statistics" and gave brief knowledge about in how to use it in Research. It was very energetic and informative. He conducted the group activity about how to enter data, in excel and apply t-test and how to make

bar graph etc. from 1.45 to 3 pm. After a break of 15 minutes Epi Info were discuss till 4 pm and followed by Questionnaires types and designing for various types of research design. It was very informative and useful for the participants.

Day Four. 17/10/24

Time 1:00pm – 1:45pm

Dr. Suvarna Joshi conducted the first session at 1 pm on Evaluation of diagnostic test. Knowledge about sensitivity and specificity of test were discussed and explain, ROC curve etc were also explain. It was a really informative and good. She continued with the next session on critical evaluation of Journal articles were how to analyse articles were taught and explain with group discussion with an article as illustration. It was informative. After a 15 minutes teak break, the next session was conducted at 3.15 pm by Dr Mugdha Lele taught on 'Writing a research Protocol,' were she talked about importance of why research protocol is the blue print of a research and how it help the researcher in conducting the research. The session was very interactive and informative. She continued to take the next session at 4 pm on the topic 'Ethical Issues in medical research.' She talked about the past history on unethical practices in research and how ethical declaration evolved including ICMR ethical guideline of 2017. It was very informative session. Group discussion was conducted on presenting Ethical Issue in their respective studies .

Day Five. 18/10/24

1st session Group Activity was conducted by L. Bijayalakshmi Devi Professor on Two Journal Article with different study design and discuss on research critiquing presented by member. It was an interactive and helpful session. The second session was conducted at 1.50 pm by Dr Manjiri Deshpande madam on 'qualitative research method.' She talked about various type of qualitative research design and step of qualitative study, difference between quantitative and qualitative study and ended her lecture at 3:15 pm. After a break of 15 minutes tea break, posttest was conducted for all participants by Mrs. Nupoor Bhambid. A feeback was shared by the participants from different colleges. And vote of thanks was propose by Prof. Laihangbam Bijayalakshmi Devi.

The workshop was declare as ended by the program co-ordinator at 4.45 pm.

Few glimpses from the workshop.



Inauguration program of workshop



Sessions in progress



Sessions in progress



MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR PUNE - 411052

Report of Basic Research Methodology Workshop Conducted

College Name: Maharshi Karve Stree Shikshan Samstha's Smt. Bakul Tambat Institute of Nursing Education, Pune

Workshop Name: Basic Research Methodology workshop

Workshop Date: 14/10/2024 to 18/10/2024 (1 pm to 5 pm)

No. of participants trained: 48 present, 2 absent

Teachers : 22 present, 1 absent **Students :** 26 present, 1 absent

List of Resource Persons :

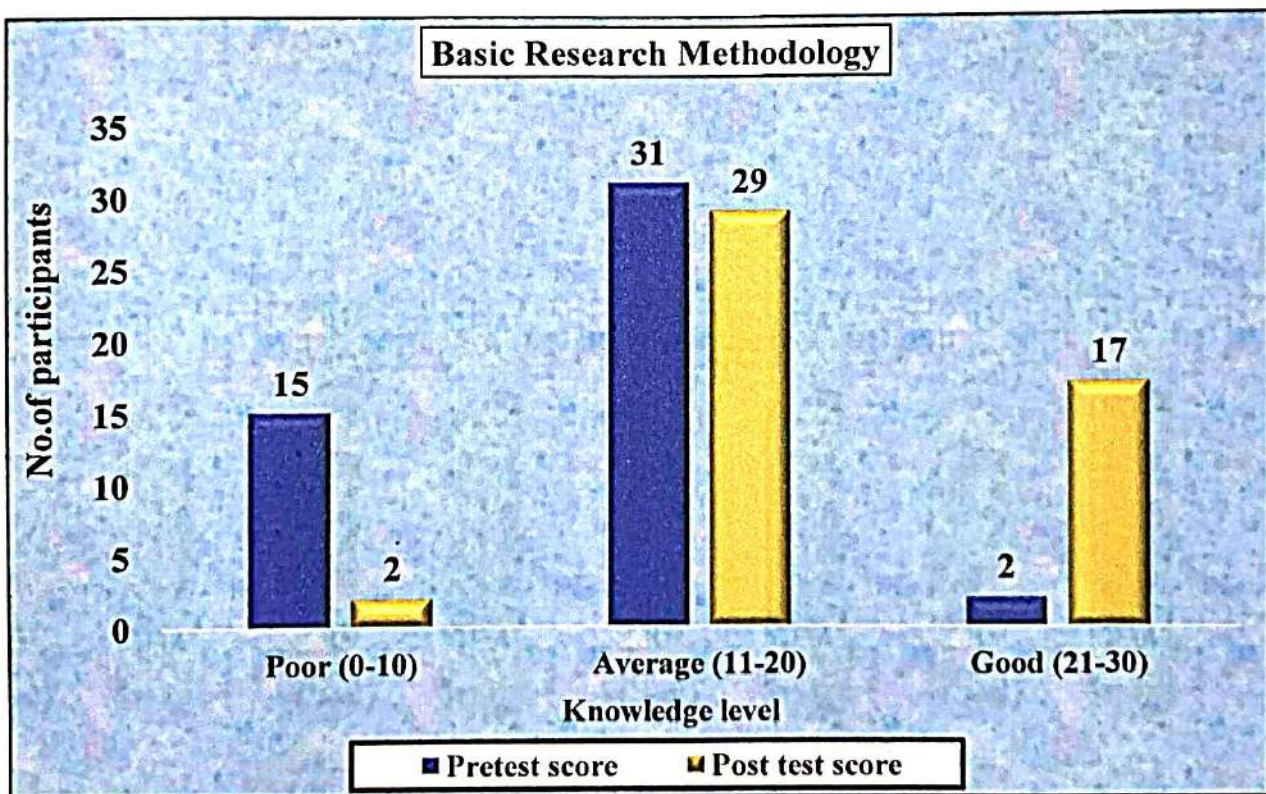
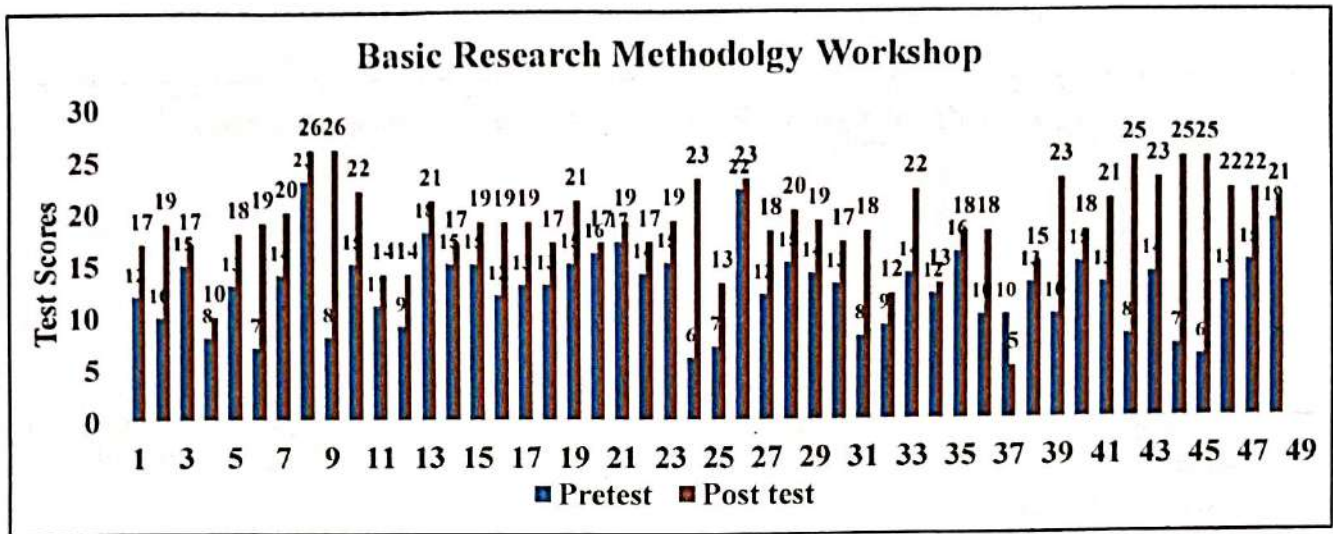
1. Dr. Vikram Garcha
2. Dr. Suvarna Joshi
3. Dr. Meena Ganapathy
4. Mrs. L. Bijayalakshmi Devi
5. Dr. Kadambari Ambhildhok
6. Dr. Vineet Vinay
7. Dr. Mugdha Lele
8. Dr. Manjiri Deshpande

Pre-test / Post –test Analysis: Pretest and posttest for 30 item were given on first day before session begin and at the end of the last session. 48 participants filled the forms.

❖ **Results of the pre and post test are as under:**

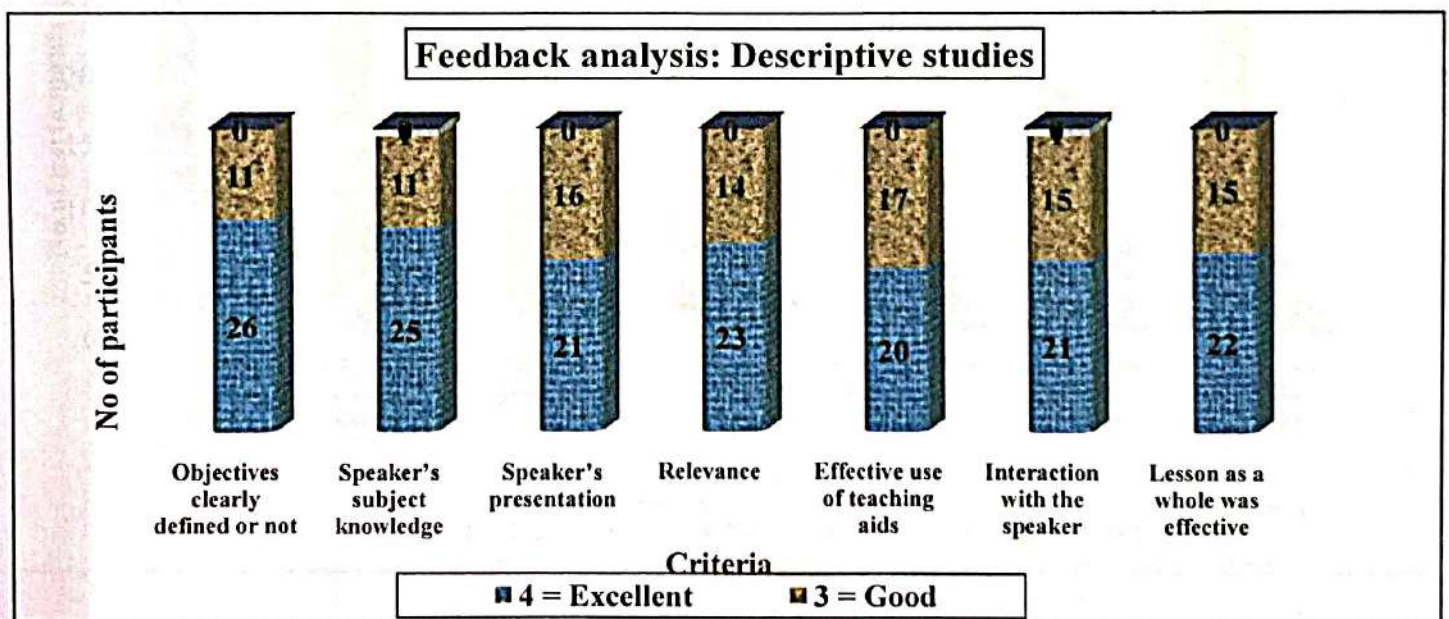
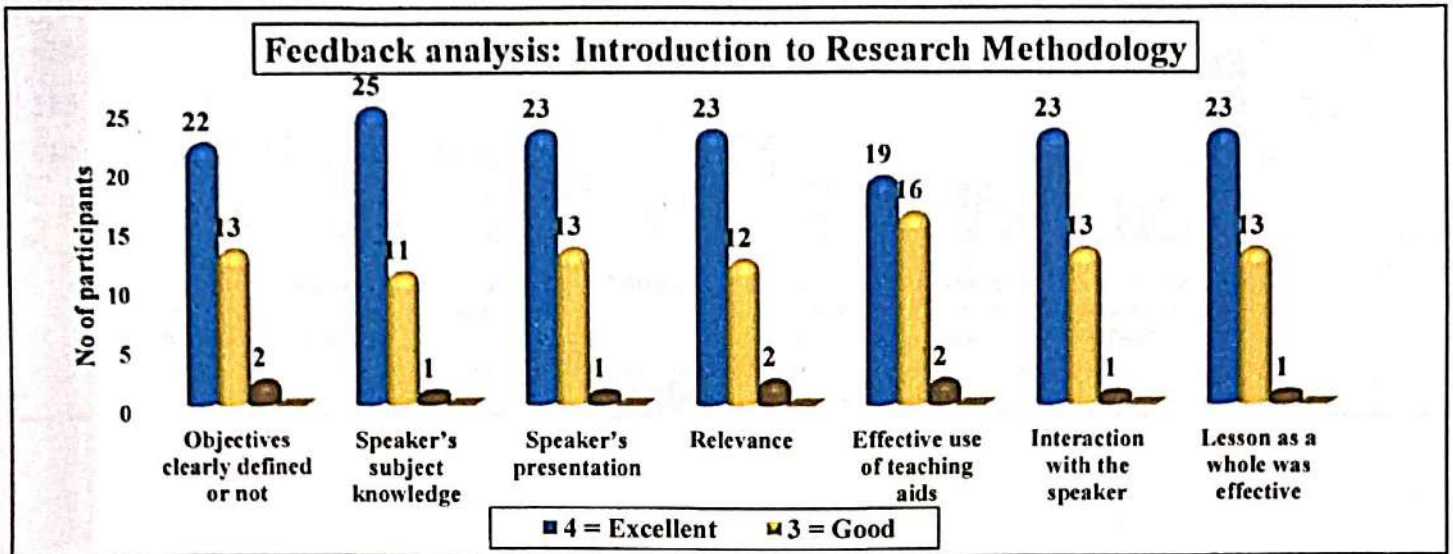
- The pre and post test contained 30 MCQ questions that covered the total curriculum of the workshop.
- Average percent score of the pre-test was 42.29 percent
- Average percent score of the post-test was 62.91 percent resulting into 21 percent positive change in the scores.

- The graph below shows the change in the individual scores of the participants:

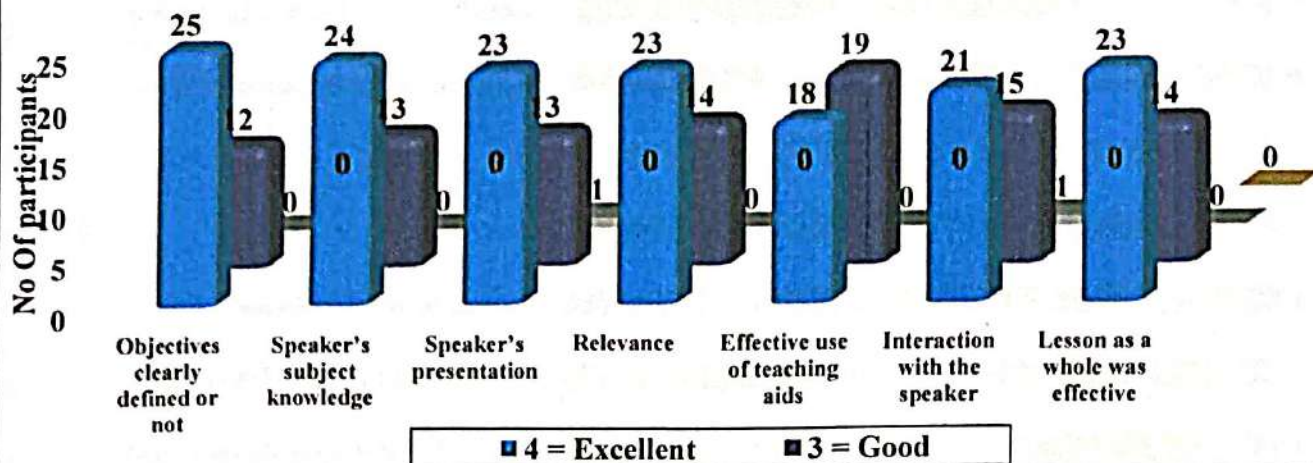


Participant Feedback Analysis (session-wise and program evaluation questionnaire):

Daily Feedback Analysis (14th Oct 2024)

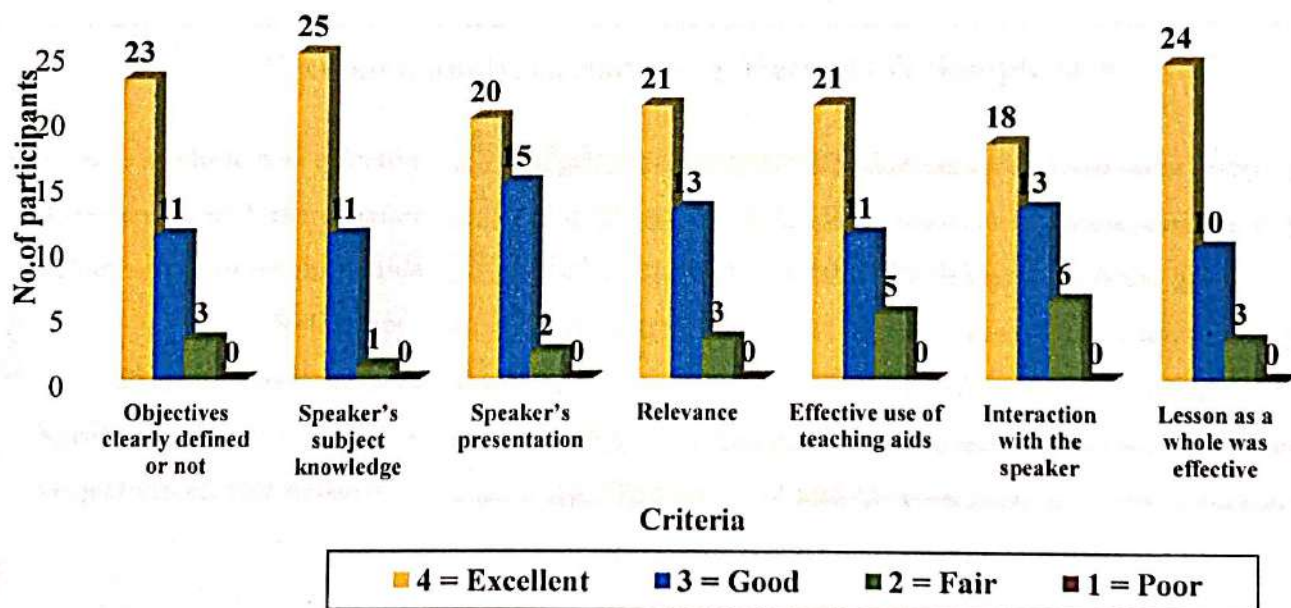


Feedback analysis: Case Control and Cohort Studies

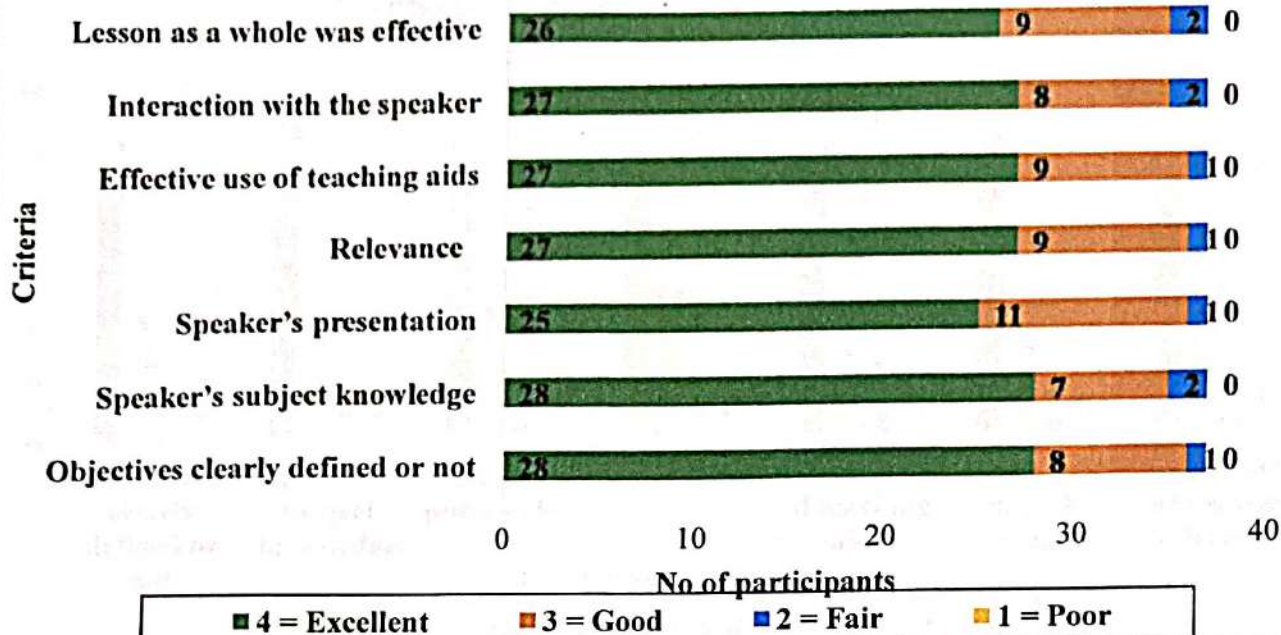


Daily Feedback Analysis (15th Oct 2024)

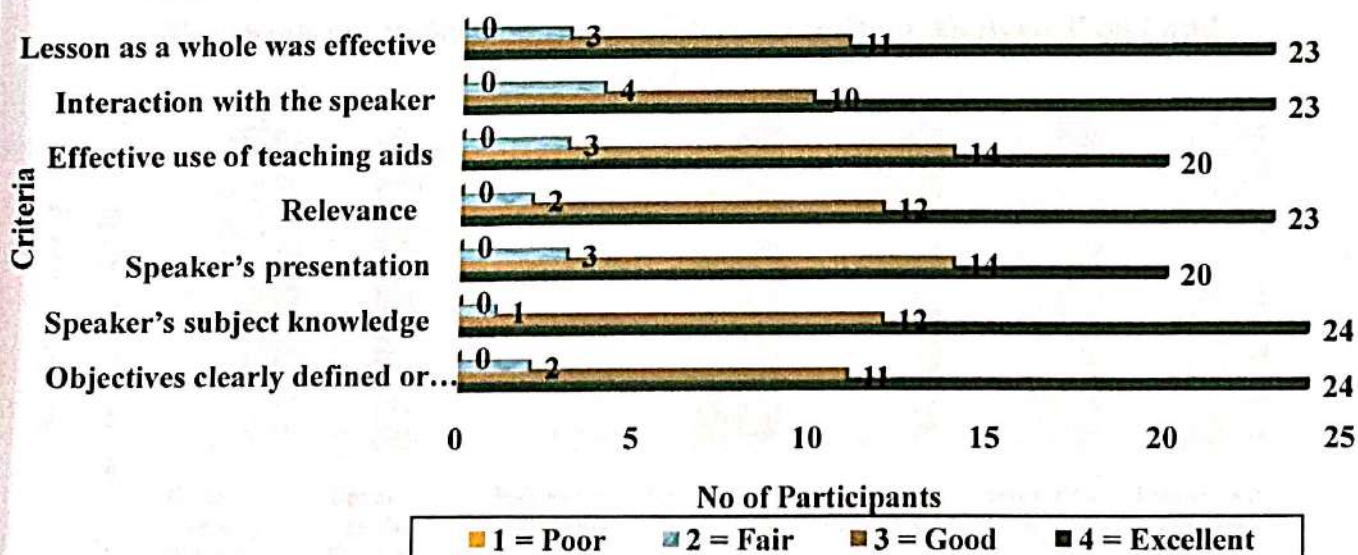
Feedback analysis: Types of Data and Data Presentation



Feedback analysis: Literature search

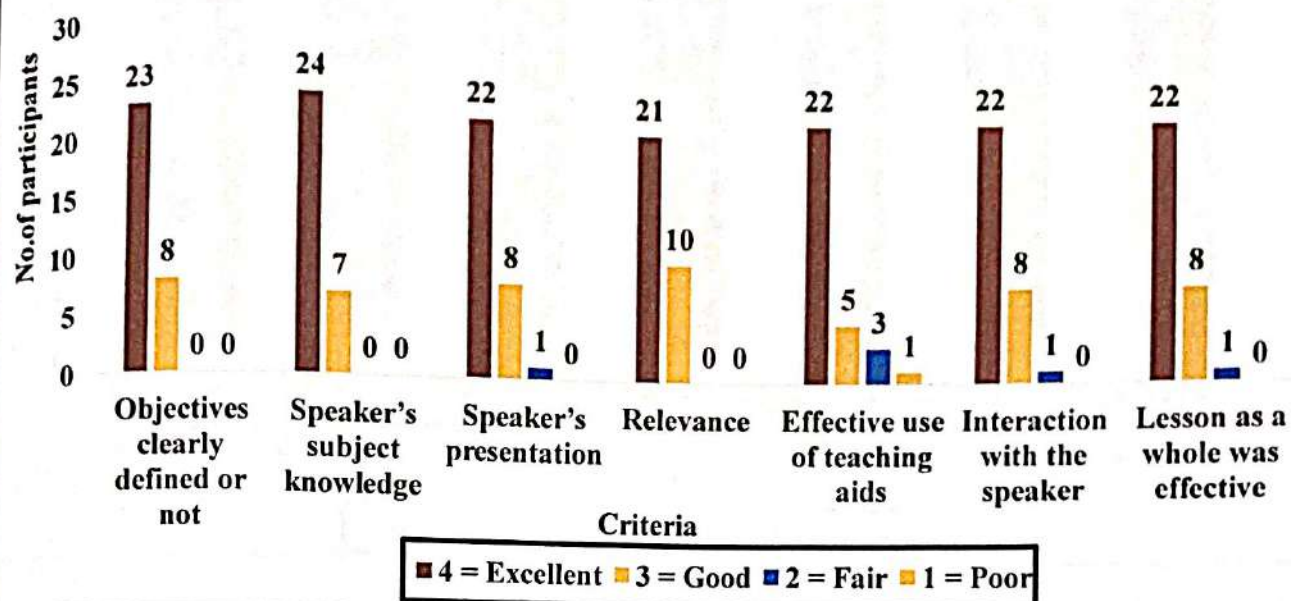


Feedback analysis: Sampling Methods & Sample size

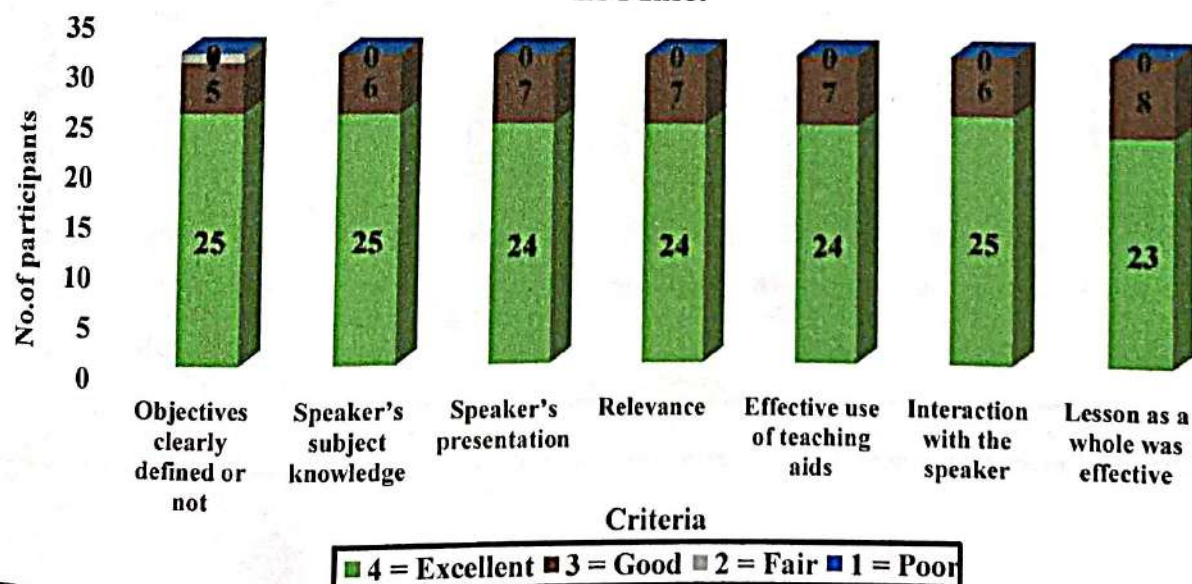


Daily Feedback Analysis (16th Oct 2024)

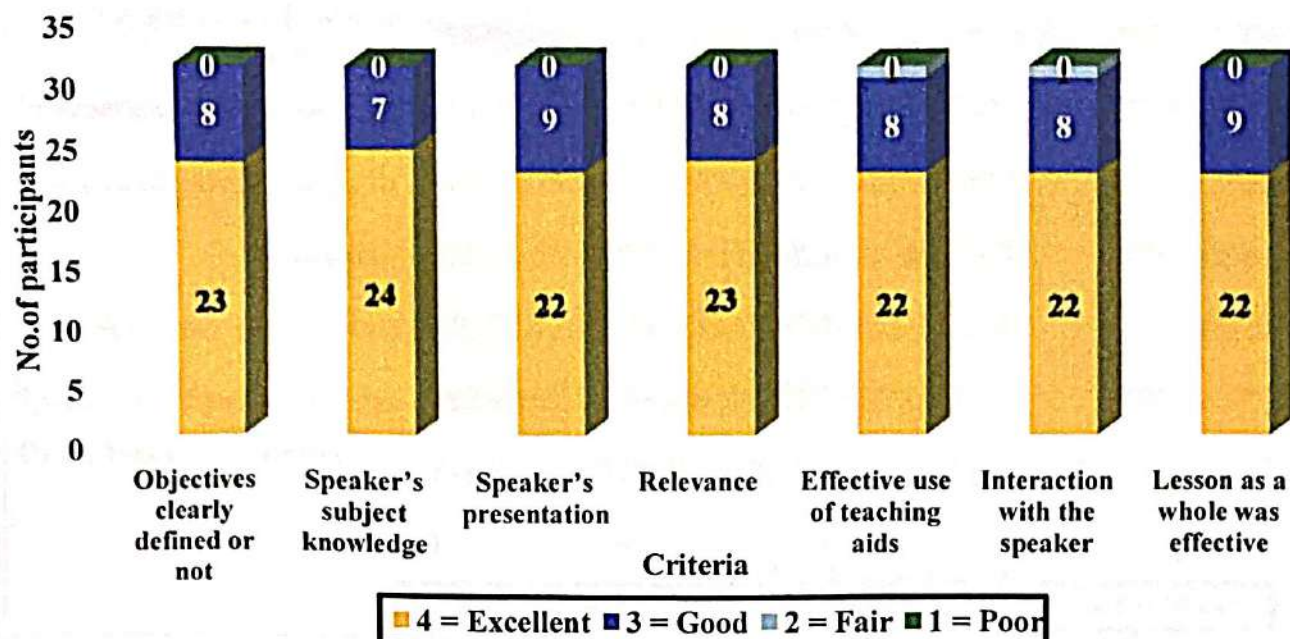
Feedback analysis: Inferential Statistics



Feedback analysis: Computer assistance in Data Analysis Excel and EPI Info.

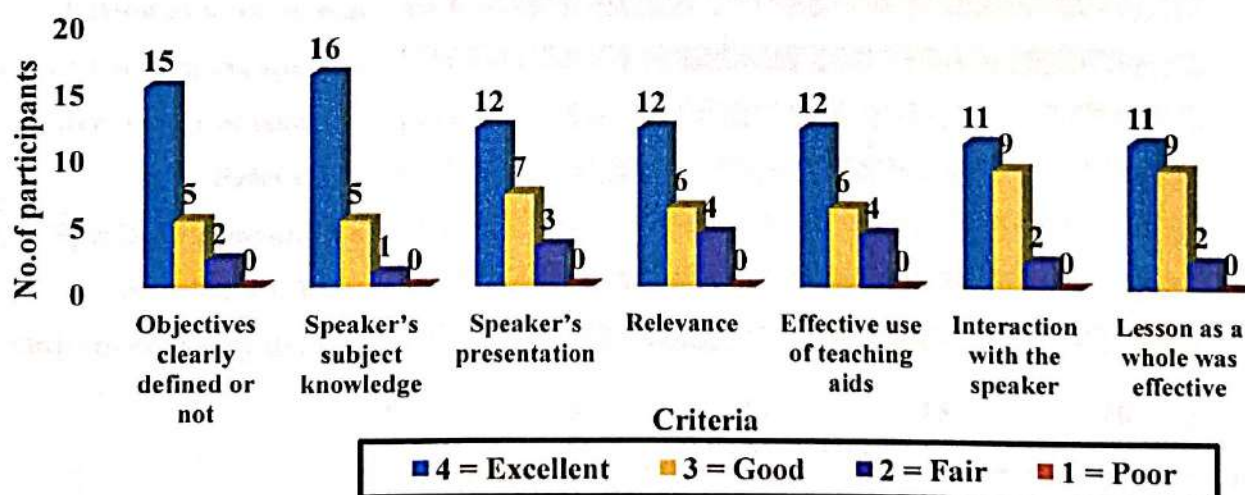


Feedback analysis: Questionnaire Designing

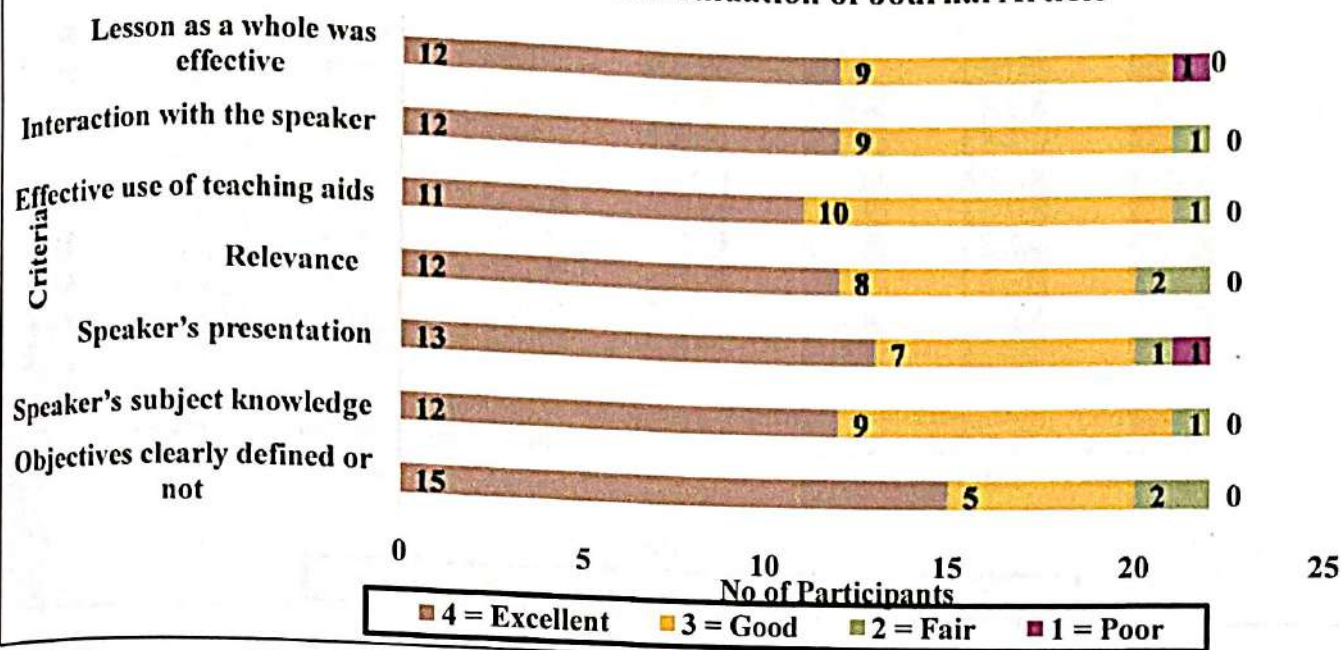


Daily Feedback Analysis (17th Oct 2024)

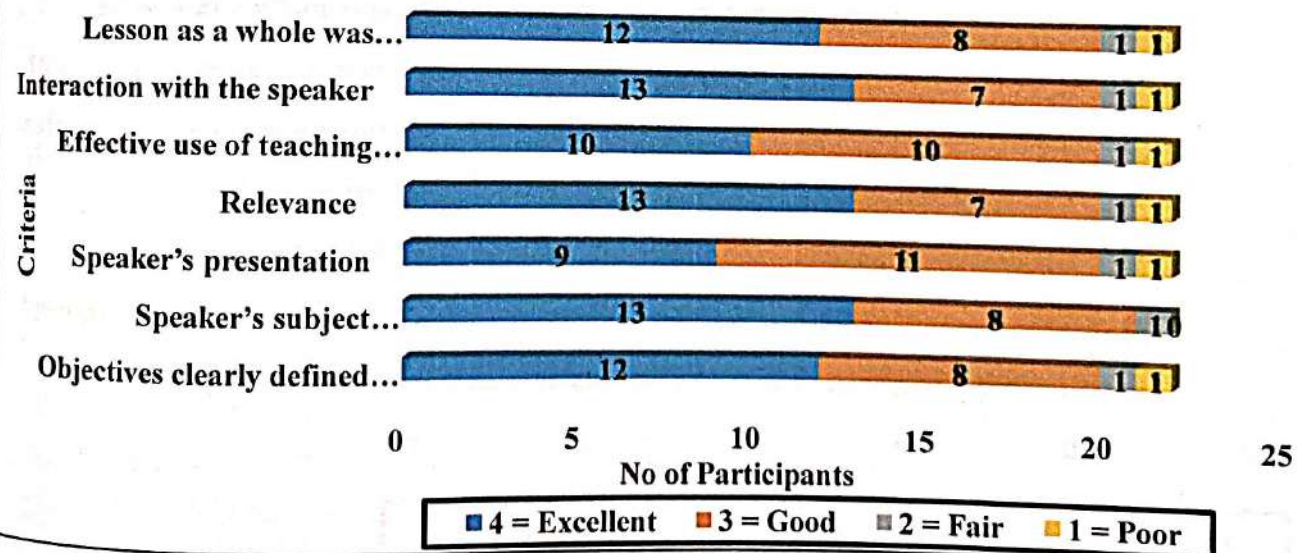
Feedback analysis: Evaluation of a diagnostic test



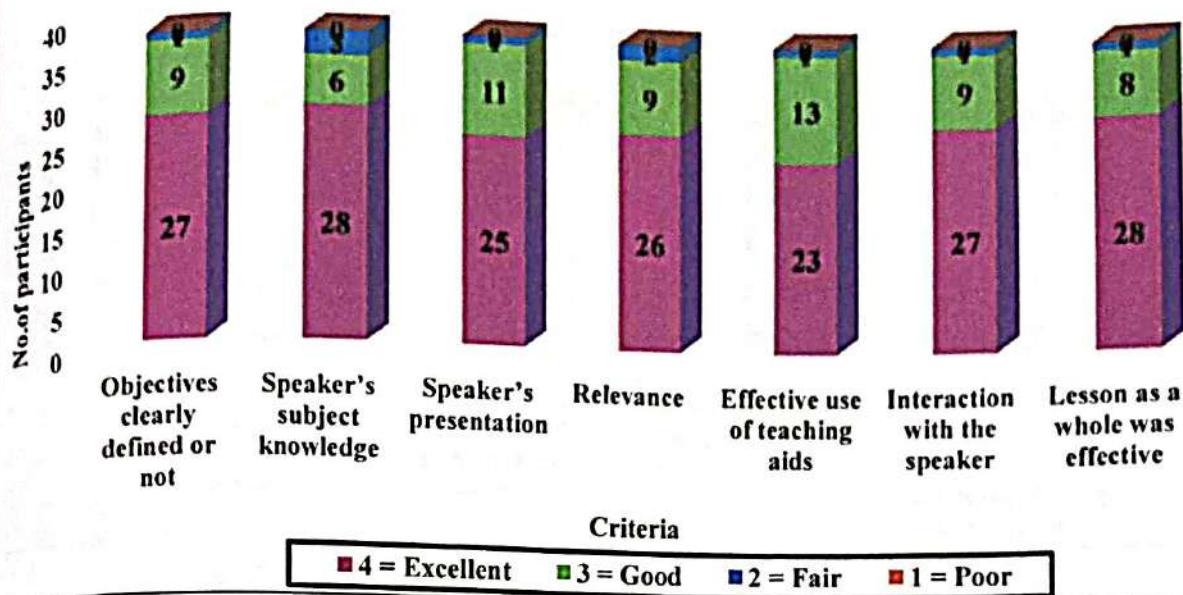
Feedback analysis: Critical Evaluation of Journal Article



Feedback analysis: Writing a research protocol

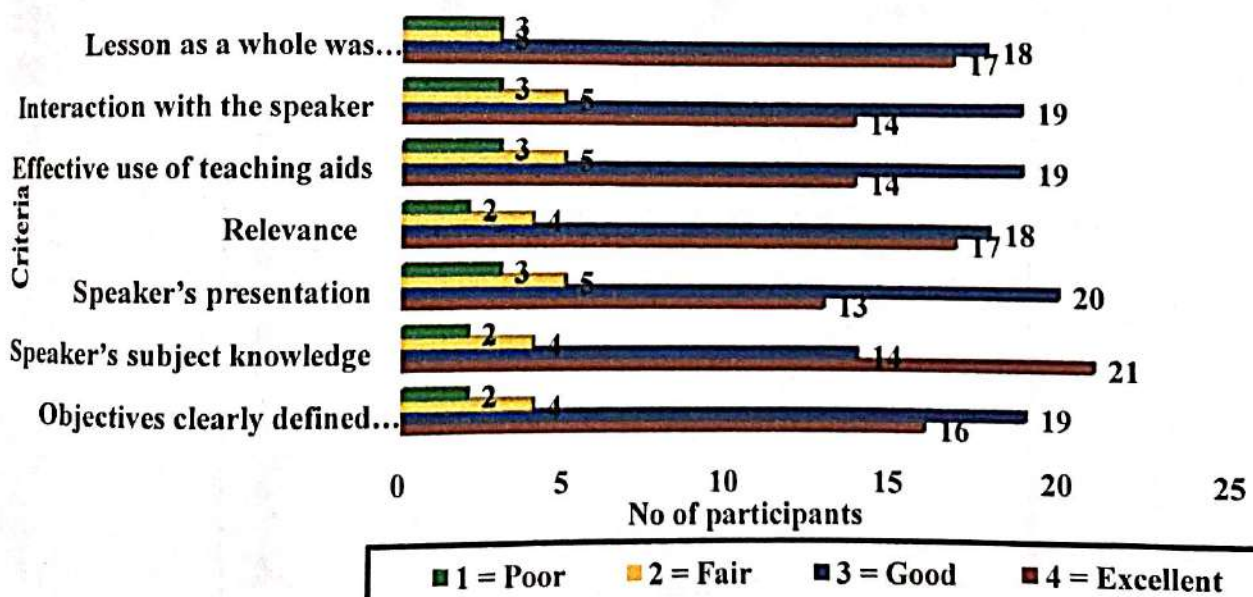


Feedback analysis: Study Designs-3: Experimental studies



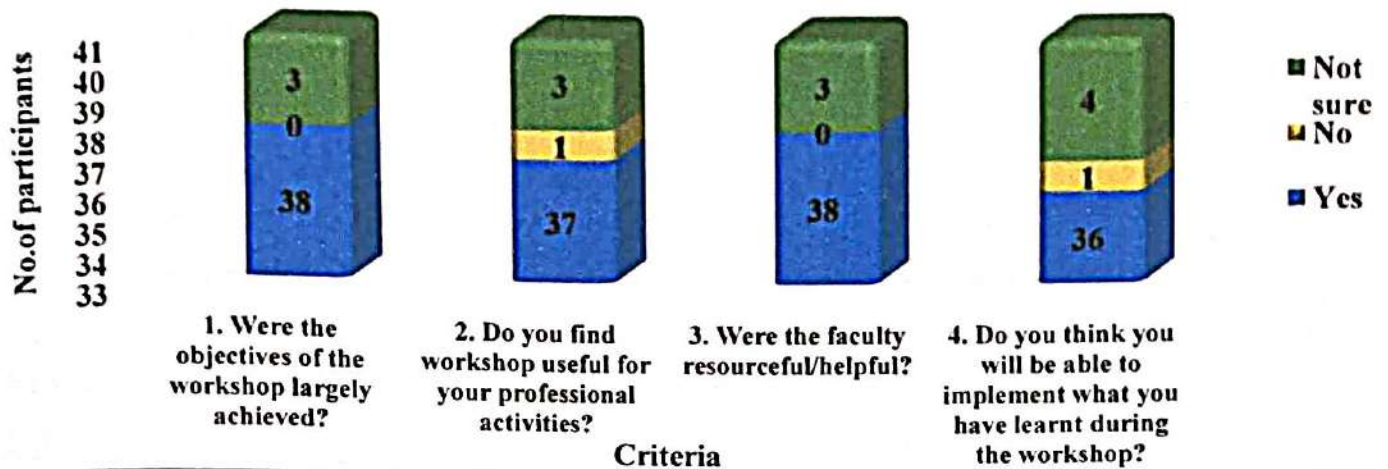
Daily Feedback Analysis (18th Oct 2024)

Feedback analysis: Qualitative Research Methods

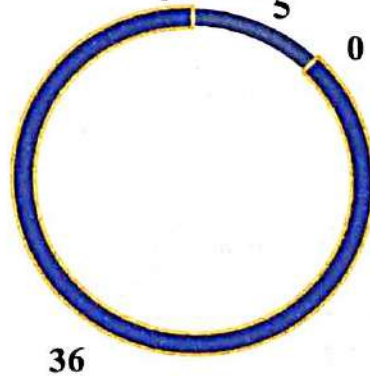


Final Feedback Analysis

Final Feedback Analysis

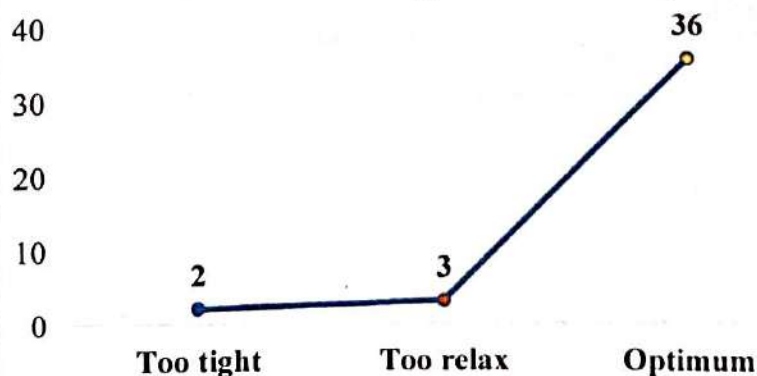


Did the workshop have a balance of theory and practical?



- Too much theory
- Too much practical
- Optimum theory and practice

Was the time management satisfactory



❖ **Programme Evaluation:**

Analysis of the Programme evaluation questionnaire to obtain feedback on the effectiveness of the workshop as follows:

Questions	Yes	No	Not sure	Total
1. Were the objectives of the workshop largely achieved?	(92.68%)	(00 %)	(7.31%)	100%
2. Do you find workshop useful for your professional activities?	(90.24%)	(2.43%)	(7.31%)	100%
3. Were the faculty resourceful/helpful?	(92.68%)	(00 %)	(7.31%)	100%
4. Do you think you will be able to implement what you have learnt during the workshop?	(87.80%)	(2.43%)	(9.75%)	100%
5. Did the workshop have a balance of theory and practical?	Too much of Theory (12.19%)	Too much of Practice (00%)	Optimum theory & practice (87.80%)	100%
6. Was the time management satisfactory?	Program was too tight (4.87%)	Program was too relaxed (7.31%)	Program was optimum (87.80%)	100%

Sign of Program coordinator

Sign of Principal

PRINCIPAL

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**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune 411052.**

**REPORT ON
INTERNATIONAL
NURSING FACULTY DEVELOPMENT
AND EXCHANGE PROGRAM**

(Date- 2nd to 7th January 2025)



**MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S
SMT.BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE-411052**

International Nursing Faculty Development and Exchange Program

on

Collaborative Innovation in Nursing Education

DAY 1: Program started at 08:10 am

Ms. Pratiksha Sonawane given introduction of the International Nursing FDP program, Dr. Meena Ganapathy, Principal of MKSSS BTINE, Pune, gave a brief introduction to the FDP theme. Then, respected Dr. Rajrani Sharma, Professor at Lonestar School of Nursing, Tx, USA, gave a brief idea of 'Gamification as a teaching tool'. A practical session on designing, implementing, and evaluating this method as a teaching tool was also conducted under guidance of Dr. Seethalakshmi Natrajan, AI expert Lonestar School of Nursing, Tx, USA.

1st session started at 08:40 am

Mrs. Ujwala Jadhav and team, Mrs. Rupali Dhume, Mrs. Akshata Tendulkar, and Ms. Salva Duste, faculty of MKSSS BTINE, took a session on 'Flipped classroom' as a teaching tool. (The topic of the 'Support of Uterus'). A flipped classroom approach for supporting uterus-related education, whether for medical students, healthcare professionals, or patients focuses on providing foundational knowledge outside of the classroom, followed by interactive, hands-on learning during an in-person session and provides a platform for continued discussion or, so the benefits of the flip classroom are active learning, deeper understanding, self-placed learning, develop problem-solving skills, collaboration, higher thinking, medical training, and interactive session, ownership of learning and language learning.

2nd session started at 09:00 am

With the team of Mrs. Jyoti Karande, Mrs. Deepali Shinde, Mrs. Shital Patil and Ms. Vaishali Patil, faculty of MKSSS BTINE, took a session on 'Unfolding case discussion' as a teaching tool. The medical complaints of shortness of breath and dyspnea and SPO₂ are below 85%. Discussion is taken on the primary intervention of the case, in the history of the patient, after that according to symptoms what is the diagnostic evaluation of the case, after evaluation what medical and nursing care given and last one is a preventive measure of the disease condition. Those points were discussed with that unfold medical case, so the case was allergic Asthma.

3rd session started at 0:20 am

With team of Mrs. Nupoor Bhambid, Mrs. Ashwini Sutar, Ms. Ashwini Lande and Mrs. Amruta Phale faculty of MKSSS BTINE. The team took a session on 'Jigsaw strategy' as a teaching tool, the topic of 'Congestive Cardiac Failure'. The jigsaw method is a cooperative learning technique designed to promote student collaboration and engagement while fostering a deeper understanding of the material. In that, 5 home groups were prepared and assigned a subtopic to every 5-group member, and form an expert group, member from the different home groups who share the same subtopic gathered to form an expert group. In the expert group, they discuss their subtopic in depth, becoming 'Experts'. After that, they return to home groups, and taught/discussed their subtopic with the group members, every member shared what they learned, ensuring the entire group understood the complete topic.

Tea break taken at 09:40 am

4th session started at 09:55 am

With team of Mrs. Dipali Awate, Mrs. Shital Padalkar, Mrs. Ashwini Bhosale and Mrs. Rau S. Team took a session on 'Think-Pair-Share' (TPS) as a teaching tool, the topic of "Impact of climate change on health care delivery system and strategies to overcome: Nursing preparedness and adoption", for 'Think' 5 min for individual thinking, participants are given a prompt, question, or problem to consider. They take a few moments to think about their response independently, reflecting on their ideas or solutions. for 'Pair' 5 min to discuss with pair, participants are paired up with a partner. They discuss their thoughts, share ideas, and listen to each other's perspectives. for 'Share' 10 min to 'share' in a large group. The pairs share their conclusions, ideas, or solutions with the large group. This step encourages public speaking, synthesizing diverse viewpoints, and collective decision-making.

5th session started at 10:15 am

In this session group discussion was done on 'Application of Student Engagement Tools in U.S. and exploring their adaptability to Indian Scenarios. This session was taken by Dr. Seethalakshmi Natrajan, AI expert Lonestar School of Nursing, Tx, USA on an online meeting from USA to discuss about the student engagement tools. She given a brief about Socrative.com, Jeopardy labs, Puzzlemaker, Bingo, and Mentimeter.

1. [Socrative.com](#) is a cloud-based student response system designed to facilitate interaction learning and real-time assessment. Teachers can create quizzes, polls, and analytics and reports. exit tickets to engage students during lessons. It supports multiple question types like multiple

question types like multiple-choice, true/false, and short answer, and provides instant feedback to both teachers and students. Features includes real-time feedback, easy-to-use interface, variety of activities and reports.

2. Jeopardy labs is an online tool that allows users to create and play custom Jeopardy-style trivia games. It's a great resource for educators, students and anyone looking to make learning or events more interactive and fun. Unlike traditional PowerPoint-based templates, Jeopardy labs is entirely web-based, making it simple to use and share. Features include Game creation, Pre-made game, No signup required, Interactive interface and Collaborative play.

3. Puzzlemaker is a free online tool by Discovery Education that allows users to create custom puzzles for educational or entertainment purposes. It's widely used by teachers, students, and puzzle enthusiasts to design engaging activities tailored to specific topics or themes. Features includes Puzzle Types: Word Search, Crossword, Criss-Cross, Double Puzzles, Cryptograms, Number Blocks, Word Scrambles, Customization, Printable Output, Ease of Use.

4. Bingo is a popular and versatile game that can be customized for educational, entertainment, or social purposes. It involves players marking items on a grid as they are called out, aiming to complete a specific pattern (e.g., a row, column, or diagonal) to win.

Types of Bingo: Traditional Bingo: Played with numbers (usually 1-75) on a 5x5 grid. 2. Custom Bingo: Grids can be filled with words, phrases, images, or other themes (e.g., vocabulary, math problems, or pop culture references). 3. Virtual Bingo: Played online using tools like Google Slides, Canva, or specialized platforms like My Free Bingo Cards.

How to Create Custom Bingo Cards: 1. Online Tools: My Free Bingo Cards: Easy to create and print customized Bingo cards. Bingo Baker: Offers customization and virtual game links. 2. Manual Creation: Use Excel, Word, or Google Docs to create a grid and input your items manually. 3. Themes: Educational: Vocabulary words, math equations, or history terms• Party: Pop culture references, movie trivia, or personal facts for icebreakers.

5. Mentimeter is an interactive presentation platform that allows users to create engaging, real-time polls, quizzes, word clouds, Q&A sessions, and more. It's widely used in classrooms, business meetings, and events to increase audience participation and make presentations more dynamic. Features includes 1. Interactive Polls: Create multiple-choice, open-ended, ranking, or rating questions to gather feedback. 2. Word Clouds: Collect audience responses and display them as a word cloud in real time. 3. Quizzes: Design fun, competitive quizzes to test knowledge or engage participants. 4. Live Q&A: Enable participants to ask questions anonymously or

publicly during a session.5. Templates: Offers pre-made templates for brainstorming, decision-making, and team-building activities.6. Custom Branding: Add logos, colors, and themes to align with your brand (available in premium plans).

6th session started at 10:45 am

Dr. Rajrani Sharma, Mrs. Bijayalakshmi and Ms. Manisha G. faculty of MKSSS BTINE, Pune. Group discussion topic on AHA (American Heart Association) trainer led- practical session of BSL and ACLS and its updates. According to AHA updating develop hands-on skills for BLS and ACLS protocols, improve team dynamics and communication during resuscitation and gain confidence in handling real-life emergencies. Add skill stations, full resuscitation scenarios, debrief and stay updated on evidence-based practices.

7th session started at 11:35 am

Last session done on open discussion and conclusion of all session which those are taken by respected faculty of MKSSS BTINE.

DAY 2

1st session started at 9:00 am

The session on ‘scope and impact of nurse practitioner: USA and care India: a compassion, taken with by Dr. Janise Hampton, NP expert discussed scope of practice in nurse practitioners have a broad scope of practice and can diagnose, treat, prescribe medication, and manage patient care independently in many states. In other states, they work under a physician’s supervision, specializing in family health, pediatrics, mental health, geriatrics and acute care. Required advanced degrees and national certification in their area of specialization, work settings of hospitals, clinics, private practices, community health centers, telemedicine platforms and academia. Impact of NPs fill gaps, especially in rural and underserved areas, cost-effectiveness, patient outcomes- study show that NP led results comparable or better patient outcomes, health care innovation.

In India scope of nurse practitioners – regulation is centralized and restrictive, education is limited NP programs e.g. NPCC, scope of practice is narrow, often under supervision, impact on access is emerging, mainly in critical care, and challenges are lack of awareness, limited program.

2nd session started at 9:45 am

This session is based on the ‘Implication of AI in nursing education: present and future’ conducted by Dr. Seethalakshmi Natrajan, AI expert Lonestar School of Nursing, Tx, USA. The integration of AI in nursing education is transforming how nurses are trained and prepared for their roles. Present implications of Simulation training, personalized learning, e-learning platforms, language translation, automated grading, student program tracking, future implication of AI-Powered tutors, wearable technology, life learning and professional development, interdisciplinary training, ethical and cultural competency training, global collaboration and challenges and ethical considerations. The tools of AI i.e. Hyper writer and chat GPT.

1. Hyper writer is an AI- powered writing assistant designed to help users create content faster and more effectively. It uses advanced natural language processing to assist with drafting, editing, and brainstorming, making it ideal for professionals, students, and anyone who writes frequently. Features includes smart suggestions, content generation, personalization, multiplatform accessibility and templates.

2. Chat GPT is an AI-powered conversational tool developed by OpenAI. It’s designed to simulate human-like interactions and assist with a wide range of tasks, from answering question and providing explanations to brainstorming ideas and creating content. It’s powered by advanced natural language processing and machine learning models. Features includes natural conversations, versatility, customizability and ease of access.

10:30 am to 10:45 id tea break

3rd session started at 10:45 am

This session taken by Dr. Rajrani Sharma, Professor, Lonestar School of Nursing, Tx, USA, on the topic of ‘legal safe guards in Nursing Practice: Nursing Practice Act, Standard of practice in USA and its application in India

4th session started at 11:30 am

This session is based on OSCE (practical session on subjects 1. FON, and Adult Health Nursing with 5 stations each) conclusion of session. The team of this session is DR. Rajrani Sharma, Dr. Shubhada Ponkshe, Ms. Lisham Smita, Mrs. Dipali Awate, Ms. Manisha G. and faculty of MKSSS BTINE.

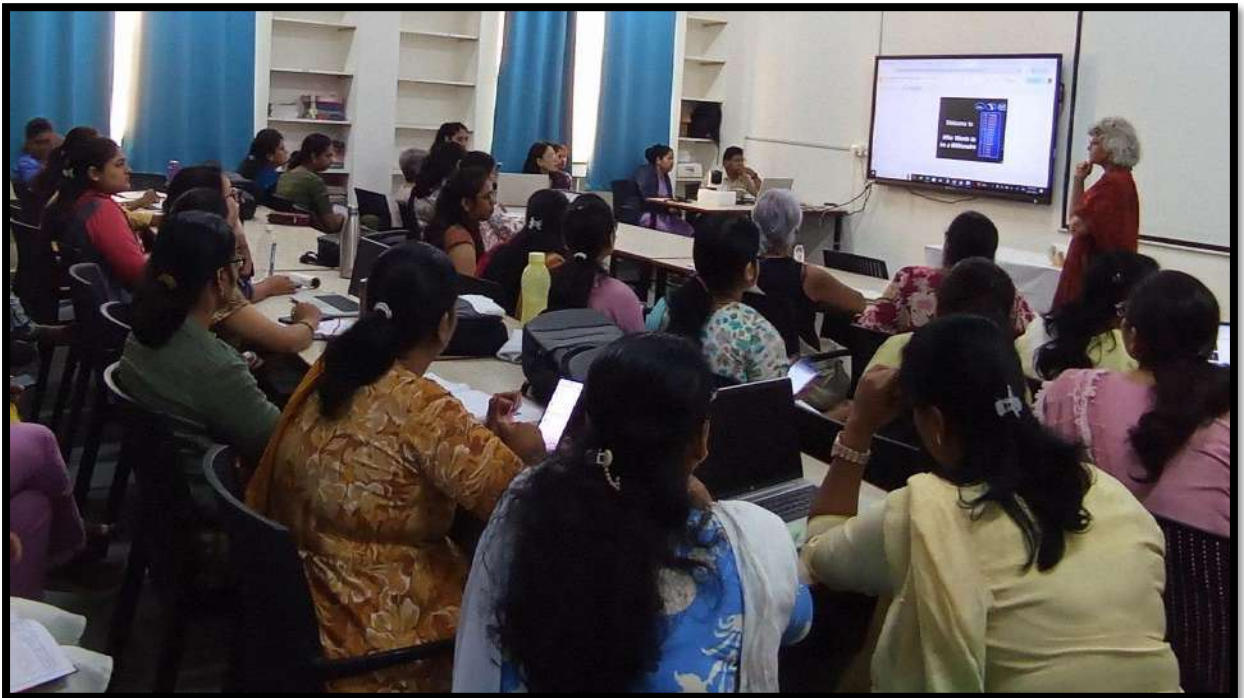
Lunch break at 2:30 pm.

PHOTOS OF INTERNATIONAL NURSING FACULTY DEVELOPMENT AND EXCHANGE PROGRAM

Theme talk and welcome



Theme talks



Innovative teaching methodology: Gamification, Flipped classroom



Sessions on Innovative Teaching Learning Methods





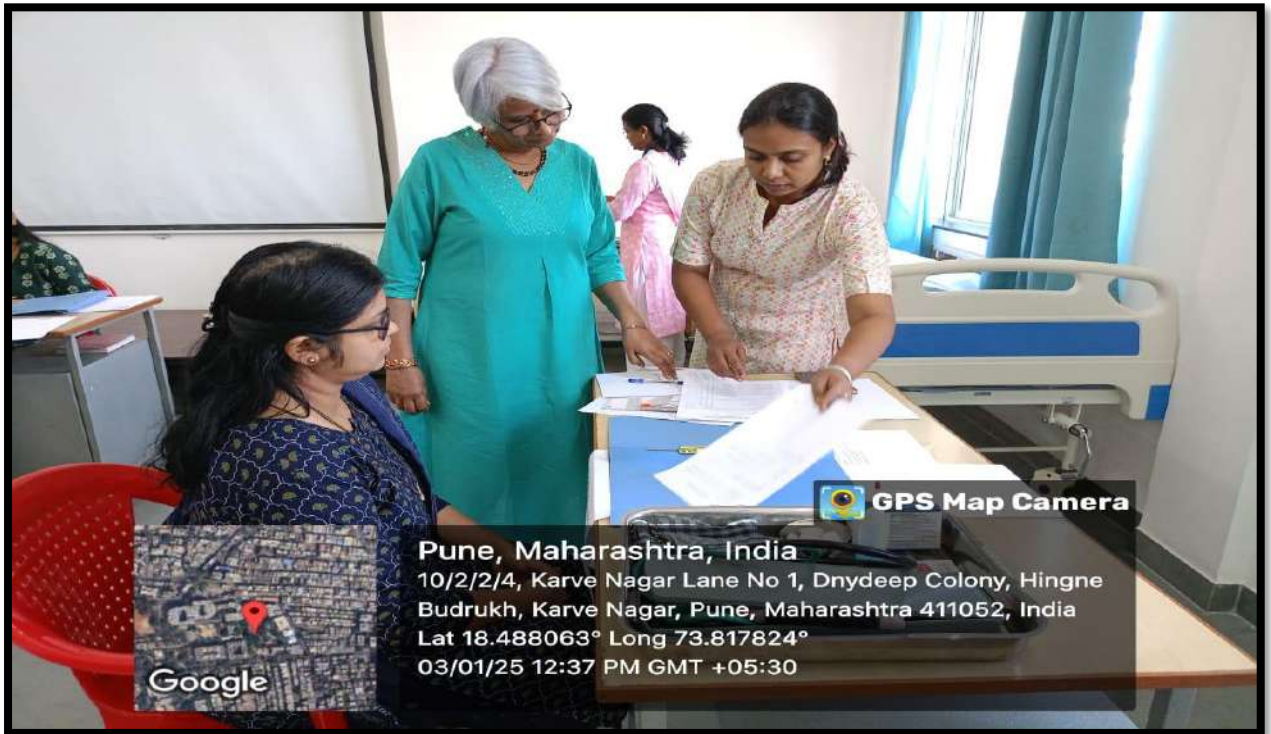




Session on Scope and impact of Nurse practitioner



OSCE stations on Foundation of Nursing and Adult Health Nursing





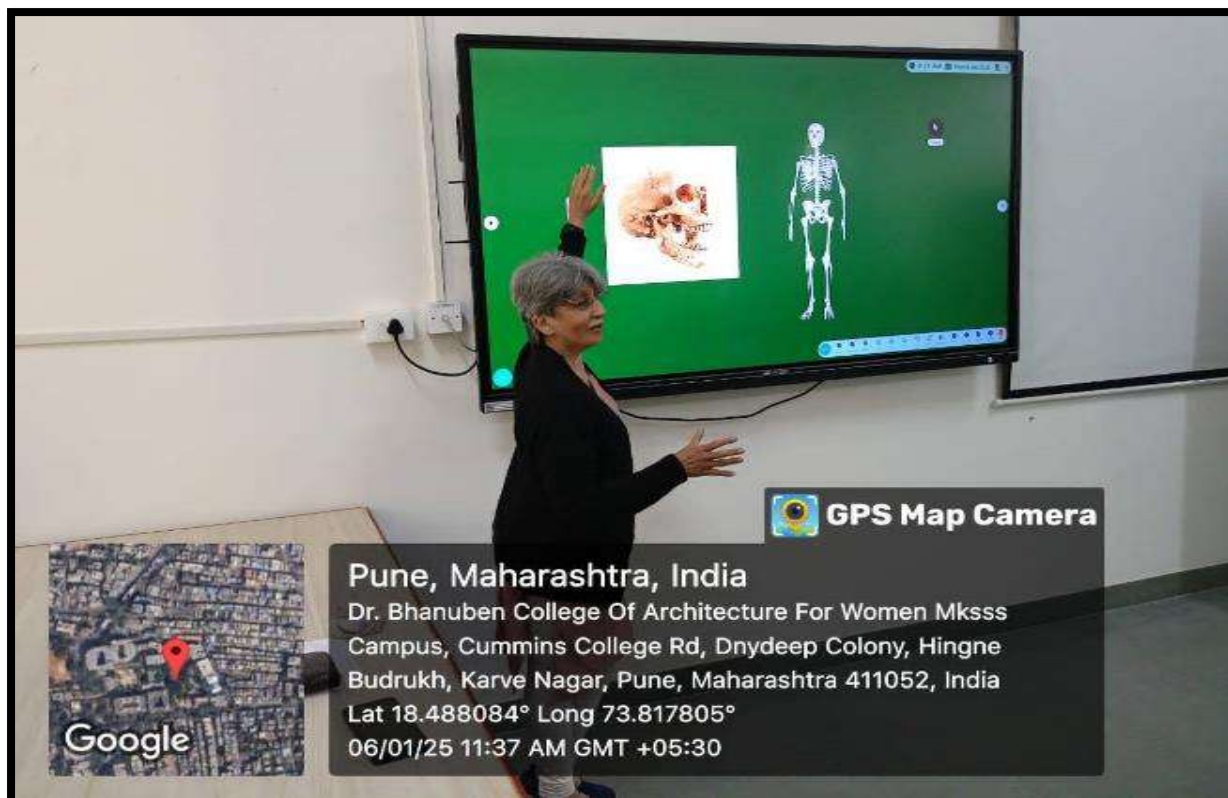




Feedback on OSCE session











Valedictory session





MoU signed between MKSSS BTINE and Lone Star School of Nursing, USA



MKSSSBTINE Faculty with resource person



[Signature]
PRINCIPAL
MKSSS's Smt. Bakul Tambat
Institute of Nursing Education
Karvenagar, Pune-411052.

Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune 411052.

**REPORT
ON
INTERNATIONAL
RESEARCH DEVELOPMENT
CONFERENCE**

(Date- 3rd & 4th March 2025)





**International Research Development
Conference on
Advancing Research Excellence:
Strategies for High-Quality Publications
3rd and 4th March 2025**

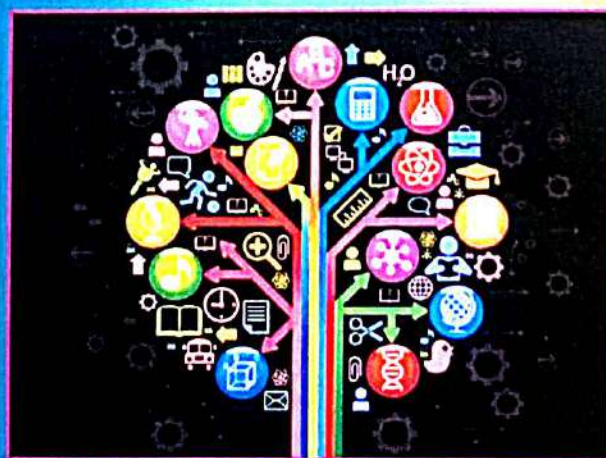
**Organized by
MKSSS Smt. Bakul Tambat Institute of Nursing Education,
Karvenagar, Pune-52**

NAAC 'A' Grade Accredited

Email:- confbtine@gmail.com, btine@maharshikarve.org

Phone: +918847788190, +917499332095

Website: www.mksssbttine.ac.in



Venue

**KB Joshi IT Hall,
MKSSS's Cummins Engineering College
Campus, Gate No. 5, Karvenagar,
Pune- 411052**

"Women's empowerment through education"



MKSSS:

Maharshi Karve Stree Shikshan Samstha, our parent body has been committed to "Empowerment of Women through Education" for over a century. Maharshi Karve Stree Shikshan Samstha was founded by the great visionary and social worker Bharat Ratna Maharshi Dhondo Keshav Karve in 1896. The Samstha runs 75 branches with 14 higher education institutes giving education to 32000+ girl students in various branches. It has maintained the standard of quality of education with a transparent administration.

Memorandum of Understanding:

MKSSS Pune India and Mid Sweden University, Sweden has a MoU for the purpose of scholarly interaction, cultural interchange, co-operative research and other forms of academic collaboration. This conference is a part of the MoU activity.

MKSSS BTINE:

The Maharshi Karve Stree Shikshan Samstha's Smt. Bakul Tambat Institute of Nursing Education started on the campus of the Samstha in Pune in August 2000. The institute is committed to "Developing Conscientious, Confident, and Caring Quality Professionals of International Repute". The Institute is approved by the Indian Nursing Council, Delhi, Maharashtra Nursing Council, Mumbai, Government of Maharashtra, and Maharashtra University of Health Sciences, Nashik. The Institute is accredited with NAAC 'A' Grade. The Institute runs ANM, GNM, B.Sc. Nursing, P.B.B.Sc Nursing, M.Sc. Nursing and Ph.D. in Nursing. Clinical learning is conducted in the parent hospital i.e. Deenanath Mangeshkar Hospital Pune. The institute is celebrating Silver Jubilee year for its 25 years of excellence.



The objectives of the conference:

1. To emphasize the significance of publishing a research article and its impact on professional growth.
2. To guide the researchers in the effective drafting of research articles.
3. To educate the researchers on citation metrics, impact factors, h-index, ethical publishing practices, and identification of predatory journals.
4. To understand the need for open-access publication.
5. To guide researchers in crafting compelling abstracts and titles for publications.
6. To equip the researchers with strategies to handle peer review feedback and craft suitable responses to reviewer comments effectively.
7. Dwell in the steps of publishing research articles in high-impact journals.

MKSSS Patrons



Shri. Ravindra Gajanan Deo
Chairman,
MKSSS, Pune.



Smt. Vidya Sanjay Kulkarni
Vice Chairman,
MKSSS, Pune.



Dr. P.V. S. Shastri
Secretary,
MKSSS, Pune.



Dr. Manju Hundekar
Director Development Cell,
MKSSS, Pune.

Organizing Committee



Organizing Chairman
Dr. Meena Ganapathy, Principal,
MKSSS BTINE, Pune.



Organizing Secretary
Mrs. L. Bijayalakshmi,
Professor, Ph.D. scholar,
MKSSS BTINE, Pune.



Dr. Koustuv Dalal, Mid
Sweden University, Sweden.
Editor-in-Chief, Springer
Nature.

Resource Persons



Dr. Sachin Sarode
Research Director, Dr. D. Y. Patil
Vidyapeeth, Pune.



Dr. Dilip Kanhere
Professor, Center for modeling
and simulations, S P Pune
University.



Dr. Shridhar Gadre
Professor, S P Pune University.



Dr. Shubhada Nagarkar
Professor, Department of Library and
Information Science, S P Pune University.



Dr. Vasudha Gokhale
Professor and HOD PhD Research
Centre, MKSSS BNCA, Pune.



Dr. Amita Pradhan
Librarian at MKSSS'S BNCA,
Karvenagar, Pune.

Conference Schedule

1st day: 03.03.2025		
Time	Topics	Resource persons
9:00 am - 9:15 am	Registration & Pretest	
9:15 am -10:45 am	Keynote address: The importance of publishing academic research.	Dr. Sachin Sarode Research Director, Dr. D. Y. Patil Vidyapeeth, Pune.
10:45 am – 11:00 am	Tea break	
11:00 am – 12.30 pm	Structuring an effective research paper.	Dr. Dilip Kanhere Professor, Centre for Modelling and Simulations, S P Pune University.
12:30 pm - 1:30 pm	Lunch break	
1:30 pm - 4:00 pm	Publication ethics, plagiarism, research metrics and, identifying predatory journals.	Dr. Shubhada Nagarkar Professor, Department of Library and Information Science, S P Pune University.
4:00 pm – 4:30 pm	Open-access publication: Need of the day.	Dr. Amita Pradhan Librarian, MKSSS'S BNCA, Karvenagar, Pune.
2 nd Day: 04.03.2025		
Time	Topics	Resource person
9:00 am -10: 30 am	Writing an effective abstract & title: Practical session.	Dr. Vasudha Gokhale Professor, HOD PhD research centre, MKSSS BNCA, Pune.
10:30 am – 10:45 am	Tea break	
10:45 am – 12:15 pm	The peer review process.	Dr. Shridhar Gadre Professor Department of Chemistry, S P Pune University.
12:15 pm - 1:00 pm	Lunch break	
1:00 pm - 4:00 pm	How to publish your research in a high-quality journal?	Dr. Koustuv Dalal, Professor, Economics, Mid Sweden University, Editor-in-Chief, Springer Nature.
4:00 pm – 4:30 pm	Valedictory and Post-test	

Registration Details

- **Registration fee- 1000 Rs. (for offline participants)**
- **Registration fee- 500 Rs. (for online participants)**
- **The last date of registration is 25th February 2025**
- Registration fees include a registration kit, tea, and a working lunch.
- Initiate the payment and keep the payment receipt scan copy.
- <https://forms.gle/eTXrh2h9iBtLiLvL8>
- **Participants:** Ph.D. Faculty, M.Sc. faculty, Ph.D. Scholar and M.Sc. (N) students.

- **Bank Details:**

Bank Name: Canara Bank

Bank Account Name: Smt. Bakul Tambat Institute of Nursing Education

Bank Account No. 53392010044961

Bank Account Type: Savings account

Bank IFSC Code: CNRB0015339

Bank Branch Name: Karvenagar, Pune

- **Registration Committee:**

1. Mrs. Ashwini Sutar - 9850771785 (ashwini.sutar@mksssbtime.in)

2. Mrs. Jyoti Karande - 9850140007 (jyoti.karande@mksssbtime.in)

- **For any queries contact:**

Mrs. L. Bijayalakshmi - 9225504086 (bijayalakshmi@mksssbtime.in)



**MAHARSHI KARVE STREE SHIKSHAN SAMATHA'S
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE 411052.**

**International Research Development Conference
"Advancing research excellence: Strategies for high quality publications"**

Date- -3rd to 4th March 2025

Time- 9:00 am to 5:00 pm

Venue- KB Joshi IT Hall, MKSSS Cummins Engineering college campus.

The Two-Day International Research Development Conference on Advancing Research Excellence: Strategies for High-Quality Publications was successfully organized by Maharshi Karve Stree Shikshan Samatha's Smt. Bakul Tambat Institute of Nursing Education under our Samstha's MoU activity with Mid Sweden University. The conference aimed to provide academicians, researchers, and scholars with valuable insights into effective research publication strategies, manuscript writing, and ethical considerations in academic publishing. To achieve our objectives, we carefully selected renowned scientists and researchers from various fields to deliver insightful addresses to the delegates. We are delighted to announce that the conference witnessed enthusiastic participation from delegates across various parts of Maharashtra and India. A total of 82 participants attended in person, while 97 participants registered for the online sessions.

On the first day, March 3rd, 2025, the International Conference commenced with an introduction delivered by Mrs. L. Bijayalakshmi Devi, Professor at MKSSS BTINE. This was followed by a warm welcome address by Dr. Meena Ganapathy, Principal of BTINE and Organizing Chairperson of the conference, who also officially inaugurated the theme of the event.

The **first session** featured a keynote address on the Importance of Publishing Academic Research by Dr. Sachin Sarode, Research Director, Dr. D. Y. Patil Vidyapeeth, Pune. He shared his journey from a novice researcher to the Director of a university research cell, emphasizing that success follows capability. He highlighted the importance of passion, focus, writing skills, and patience in research. Additionally, he discussed key strategies for enhancing writing skills and selecting high-quality journals.

**MAHARSHI KARVE STREE SHIKSHAN SAMATHA'S
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE 411052.**

International Research Development Conference

"Advancing research excellence: Strategies for high quality publications"

Session 2: Structuring an effective research paper. By Dr. Dilip Kanhere Professor, Center for modeling and simulations, S.P. Pune University. Dr. Kanhere emphasized that quality research leads to quality outcomes. Drawing from his expertise, he guided participants through the entire research process from conducting studies to publishing articles. He stressed the importance of clear research questions, well-defined objectives, and a systematic, comprehensive, and investigative approach. He also highlighted that research and publication are achievable for anyone with the dedication and capability to pursue them.

Session 3: Publication Ethics, Plagiarism, Research Metrics, and Predatory Journals – Dr. Shubhada Nagarkar Professor, Department of Library and Information Science, S P Pune University. Dr. Nagarkar provided valuable insights into publication ethics, plagiarism prevention, and research metrics, including citation index, h-index, and impact factor. She also guided participants on identifying predatory journals and understanding the criteria of Scopus, Web of Science, and other quality journal metrics, emphasizing ethical publishing practices.

Session 4: Open-access publication: need of the day. (Dr. Amita Pradhan) Librarian at MKSSS'S BNCA, Karvenagar, Pune. Dr. Pradhan provided valuable insights into open-access publishing, explaining its various types and the difference between paid and free access papers, offering a deeper understanding of the evolving academic publishing landscape. Each session was followed by an engaging discussion between the resource person and delegates, both offline and online, fostering insightful exchanges and deeper understanding.

Day 2

Session 1: Dr. Vasudha Gokhale Professor and HOD PhD Research Centre, MKSSS BNCA, Pune on Writing an Effective Abstract & amp. Title. Madam has discussed regarding the key qualities of a well-crafted abstract and title, practical strategies for making them impactful, and hands-on exercises to complete.

Session 2: by Dr. Shridhar Gadre Professor, S P Pune University, on The Peer Review Process – How to Respond to Reviewers. He guided us how to effectively review a research paper, how

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KARVENAGAR, PUNE 411052.**

International Research Development Conference

"Advancing research excellence: Strategies for high quality publications"

to accept and address reviewer comments, and how to refine and strengthen a manuscript based on feedback.

Session 3: was on How to publish your research in a high-quality journal? By Dr. Koustuv Dalal from mid Sweden university. Dr. Dalal has discussed how to structure a manuscript, select the right journal, meet publication standards, and navigate the peer-review process, which had been truly enlightening. Each session was followed by an engaging discussion between the resource person and delegates, both offline and online, fostering insightful exchanges and deeper understanding.



PRINCIPAL

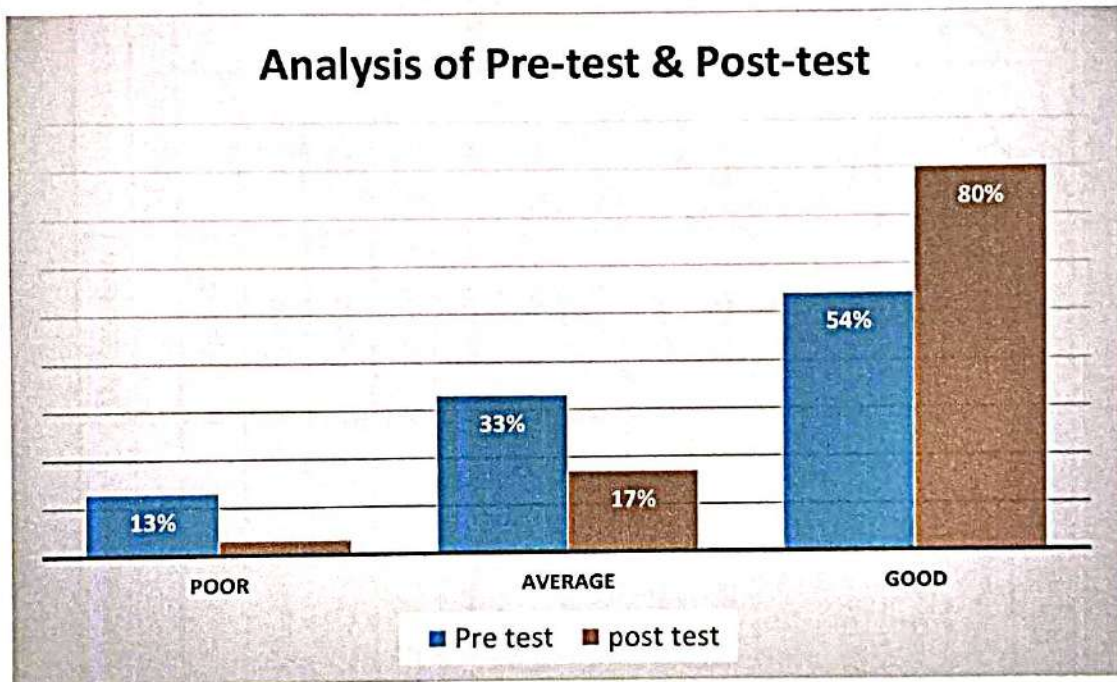
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Karvenagar, Pune-411052.**

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SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE 411052.**

International Research Development Conference

"Advancing research excellence: Strategies for high quality publications"

Analysis of Pre-test & Post-test



MKSSS SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION, KARVENAGAR, PUNE
International conference on Advancing Research excellence: Strategies for high quality publications
OFFLINE PARTICIPANTS ATTENDANCE SHEET
3rd & 4th MARCH 2025



S. N.	Name of participants	Name of institute	Qualification	Designation	03/03/2025		04-03-2025	
					Morning	Evening	Morning	Evening
1	Dr. Meena Ganapathy	MKSSS BTINE Pune	Ph.D Nursing	Principal	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2	Laishangbam Bijayalakshmi Devi	MKSSS BTINE Pune	PH.D scholar	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
3	Mrs. Ashwini Sambhaji Sutar	MKSSS BTINE Pune	M.Sc. Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
4	Aarti Gaikwad	MKSSS BTINE Pune	MSc Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
5	Varsha santosh kunjir	MKSSS BTINE Pune	M.sc Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
6	Deepali Devdatta Shinde	MKSSS BTINE Pune	M.Sc (N)	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
7	Jyoti Vilas Badade	MKSSS BTINE Pune	Ph.D Scholar	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
8	Mrs Shital Ganesh Padalkar	MKSSS BTINE Pune	MSc Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
9	Mangal Rangnath Temgire	MKSSS BTINE Pune	Msc Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
10	Ashwini Pravin Shinde	MKSSS BTINE Pune	Msc nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
11	Mrs.Nupoor Ninad Bhambid	MKSSS BTINE Pune	M.Sc.(N)	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
12	Ujwala Vitthal Jadhav	MKSSS BTINE Pune	Ph D scholer	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
13	Dipali Samit Awate	MKSSS BTINE Pune	M.Sc Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
14	Ms.Vaishali Suryakant Patil	MKSSS BTINE Pune	M.Sc Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
15	Dr. Shubhada Ponkshe	MKSSS BTINE Pune	PhD Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
16	Ashwini vitthal Lande	MKSSS BTINE Pune	B.Sc(N)	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
17	Avantika Dattatray Anturkar	MKSSS BTINE Pune	BSc nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>

S. N.	Name of participants	Name of institute	Qualification	Designation	03/03/2025		04-03-2025	
					Morning	Evening	Morning	Evening
18	Rupali Dhume	MKSSS BTINE Pune	P.B.B.Sc. (N)	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
19	Lisham Smita Devi	MKSSS BTINE Pune	M.Sc. Nursing	Faculty	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
20	Smt Parvati Lodate	Govt. Nursing college, Jalna	PhD scholar	PhD schooler	<i>[Signature]</i>	<i>[Signature]</i>	(A)	(A)
21	AMRUTA JANARDHAN POHARE	Vilasrao Deshmukh College Latur	PhD scholar	PhD schooler	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
22	HEMLATA SUNIL GAJBE	J. J. Hospital CON Mumbai	Msc Nursing	PhD schooler	(A)	(A)	(A)	(A)
23	Meena Bhimanand Sonavane	Institute of Nursing Education Mumbai 08	MSc Nursing	PhD schooler	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
24	Mr.Ganesh Baban Chakor	MVPS' INE Nashik	M.Sc.Nursing	PhD schooler	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
25	Pallavi Gajanan Kohate	Government medical College and hospital, Nagpur	M.sc Nursing (CVTN)	PhD schooler	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
26	Jovita Annie Alex	K. J. Somaiya College of	Msc Nursing	PhD schooler	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
27	Divyam Sunil Nikam	Maharashtra Institute of Mental Health	PhD schooler	PhD schooler	<i>[Signature]</i>	(A)	(A)	(A)
28	Vishal Raghunath Naikare	Sinhgad College of Nursing, Pune	M.Sc. Nursing	PhD schooler	(A)	(A)	(A)	(A)
29	Mayuri Mahendra Nijampurkar	MKSSS BTINE Pune	M.Sc. Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
30	Sumitra Ravindra Lokhande	MKSSS BTINE Pune	M.Sc. Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
31	Miss.Dhanashree Dattatray Belpawar	MKSSS BTINE Pune	M.Sc. Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
32	Shraddha G Kshirsagar	MKSSS BTINE Pune	M.Sc. Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>



Sr.No	Name of participants	Name of institute	Qualification	Designation	03/03/2025		04-03-2025	
					Morning	Evening	Morning	Evening
33	Surabhi Ajay Pawar	MKSSS BTINE Pune	M.Sc. Nursing	PG Students	<u>SAPawar</u>	<u>SAPawar</u>	<u>SAPawar</u>	<u>SAPawar</u>
34	Pallavi Rajendra Dhabe	MKSSS BTINE Pune	M. Sc nursing	PG Students	<u>P Dhabe</u>	<u>P Dhabe</u>	<u>P Dhabe</u>	<u>P Dhabe</u>
35	Mansi Patle	MKSSS BTINE Pune	M. Sc nursing	PG Students	<u>M Patle</u>	<u>M Patle</u>	<u>M Patle</u>	<u>M Patle</u>
36	Priyanka Ravindra Jugdhar	Shri Siddhivinayak College	M.Sc. B.Ed.	Faculty	<u>Priyanka</u>	<u>Priyanka</u>	<u>Priyanka</u>	<u>Priyanka</u>
37	Shilpa Mahesh Dharmadhiakari	Shri Siddhivinayak College	M.Sc.	Faculty	<u>Shilpa</u>	<u>Shilpa</u>	<u>Shilpa</u>	<u>Shilpa</u>
38	Sondekar Meera Vitthal	Shri Siddhivinayak College	M.Com., DCM, MBA , Ph.D. Pursuing	PhD schooler	<u>mg</u>	<u>mg</u>	<u>mg</u>	<u>mg</u>
39	Surabhi Uttam Ghodke	Shri Siddhivinayak College	MSc Microbiology	Faculty	<u>Surabhi</u>	<u>Surabhi</u>	<u>Surabhi</u>	<u>Surabhi</u>
40	Ms. Anagha Kulkarni	MKSSS Baya Karve Women's Study & Research Centre,Pune	MA Counselling Psychology	Faculty	<u>Kulkarni</u>	<u>Kulkarni</u>	<u>Kulkarni</u>	<u>Kulkarni</u>
41	Dr.Mihika Mandar Kulkarni	MKSSSs.Smt.Hiraben Nanavati Institute of Management ,PUNE	PhD	Faculty	<u>A</u>	<u>A</u>	<u>A</u>	<u>A</u>
42	Dr. Sonali N. Parchure	MKSSSs.Smt.Hiraben Nanavati Institute of Management and Research for Women	Ph.D	Faculty	<u>Sonali</u>	<u>A</u>	<u>A</u>	<u>A</u>
43	Rupali Sanjay Pawar	Cummins college of engineering Pune	M.E.	PhD schooler	<u>Rupali</u>	<u>Rupali</u>	<u>Rupali</u>	<u>Rupali</u>
44	Preeti Sanjay Jagdale	Cummins college of engineering Pune	Mtech	PG Students	<u>P Jagdale</u>	<u>P Jagdale</u>	<u>P Jagdale</u>	<u>P Jagdale</u>
45	Harshada Rajvardhan Mujumdar	Cummins college of engineering Pune	B.E (m Tech)	PG Students	<u>Hm</u>	<u>Hm</u>	<u>Hm</u>	<u>Hm</u>
46	Glory Pravin Chakranarayan	Cummins college of engineering Pune	Mtech	PG Students	<u>G Pravin</u>	<u>G Pravin</u>	<u>G Pravin</u>	<u>G Pravin</u>
47	Sampada Vardhe	Data science	PhD Appearing	PhD schooler	<u>Sampada</u>	<u>Sampada</u>	<u>Sampada</u>	<u>Sampada</u>

S.N.	Name of participants	Name of institute	Qualification	Designation	03/03/2025		04-03-2025	
					Morning	Evening	Morning	Evening
48	Revati Sanjay Pawar (online)	Data science	M. Sc.(CS) & PGP Data Science and ML	Faculty	_____	online	_____	_____
49	Ujjwala Dhiraj Murkute	Sadhu Vaswani College of Nursing	M. Sc Nursing Med Surg Nsg	Faculty	yjjwala	yjjwala	yjjwala	yjjwala
50	Dr. Manisha Kadam	Sadhu Vaswani College of Nursing	PhD(Nursing)	Administrator	Manisha	Manisha	Manisha	Manisha
51	Namrata Ajitsingh Ghatge	Sinhgad Dental College	Msc Medical Biochemistry	Faculty	Charge	Charge	Charge	Charge
52	Vidya Pratap Bhakare	Symbiosis University Pune	M.Sc. Nursing	PhD scholar Scholar	A	10/10	10/10	10/10
53	Dr.Ashok Vishvanath Shinde	Sinhgad Dental College,Pune	Msc,PhD Medical Biochemistry	Faculty	Ashokshinde	Ashokshinde	Shinde	Ashokshinde
54	Sonali Ashok Thete	Wurth IT Pune	M.COM MBA (Finance), PhD scholar	Others	Thete	Thete	Thete	A
55	Praveena Prabhakar	College of nursing AFMC	Msc Nursing	PG Students	Praveena	Praveena	Praveena	Praveena
56	Shaliya Saleem	CON AFMC Pune	Msc Nursing	PG Students	Shaliya	Shaliya	Shaliya	Shaliya
57	Maj Shilpa Baby	College of Nursing, AFMC, Pune	Msc Nursing	PG Students	Shilpa	Shilpa	Shilpa	Shilpa
58	Sushma Paulraj	St Andrews college of Nursing	Msc Nursing	PG Students	Sushma	Sushma	Sushma	Sushma
59	Maj Mahima Anna Achankunju	AFMC	Msc Nursing	PG Students	Mahima	Mahima	Mahima	Mahima
60	Geethu Chandradas	CON AFMC	Msc Nursing	PG Students	Geethu	Geethu	Geethu	Geethu
61	Rajeswari S	College of nursing afmc	Msc Nursing	PG Students	S Rajeswari	S Rajeswari	S Rajeswari	S Rajeswari
62	RINU JOHN	COLLEGE OF NURSING , AFMC	Msc Nursing	PG Students	Rinu	Rinu	Rinu	Rinu
63	Lt Col Flory Ann Joseph	AFMC college of nursing	Msc Nursing	PG Students	Flory	Flory	Flory	Flory



S.N.	Name of participants	Name of institute	Qualification	Designation	03/03/2025		04-03-2025	
					Morning	Evening	Morning	Evening
64	Divya Sunny Martina	CON AFMC	Msc Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
65	Neethumol Joseph	College of Nursing, AFMC	Msc Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
66	SHILPI SARKAR	Con, AFMC	Msc Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
67	Khushboo Singh	CON, AFMC	Msc Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
68	Sreevidhya S	CON, AFMC	Msc Nursing	PG Students	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
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72	DIPALI HARESH DHOLE	Deenanath Mangeshkar Hospital, and Research Center Pune	MSC Nursing	Others	<i>[Signature]</i> 3/3/25	<i>[Signature]</i> 3/3/25	<i>[Signature]</i> 4/3/25	<i>[Signature]</i> 4/3/25
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S.N.	Name of participants	Name of institute	Qualification	Designation	03/03/2025		04-03-2025	
					Morning	Evening	Morning	Evening
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47	Ms Shrushti Dilip Bandbe	bandbe.shrushti22@gmail.com	MES COLLEGE OF NURSING,KHED	M.Sc Nursing	Faculty	9545396893
48	Mahantesh Karagi	m.karagi@gmail.com	MES College of Nursing, Ghanekhunt-lote, Tal. Khed,	M.Sc. Nursing	Faculty	9914204373
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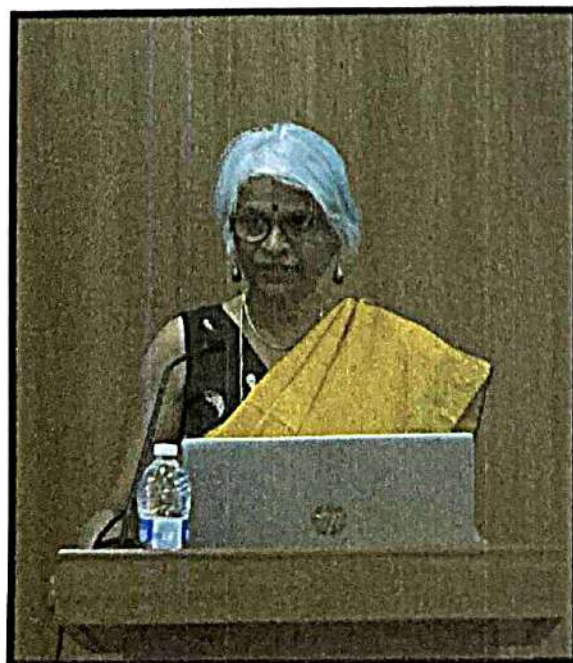
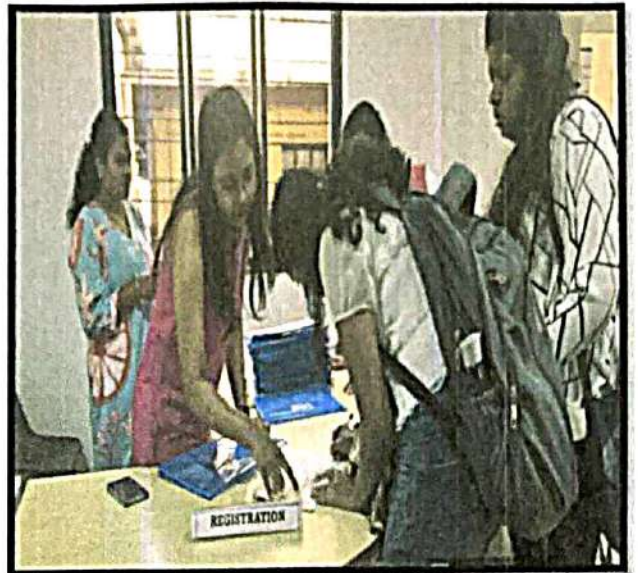
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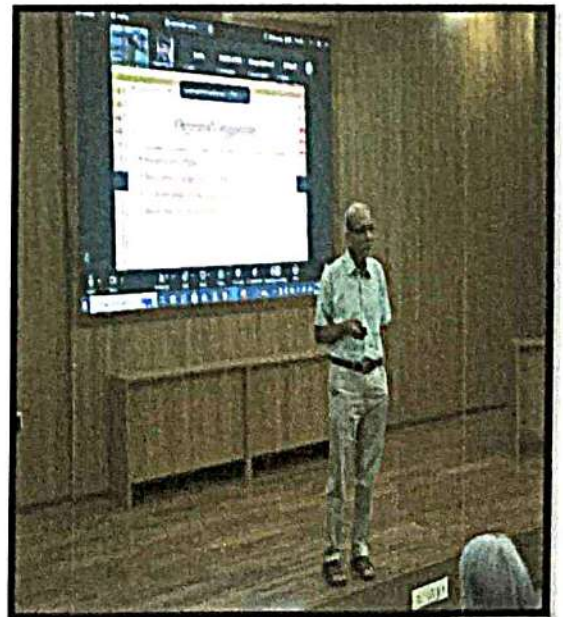
Other institutes OUT OF MAHARASHTRA : Online

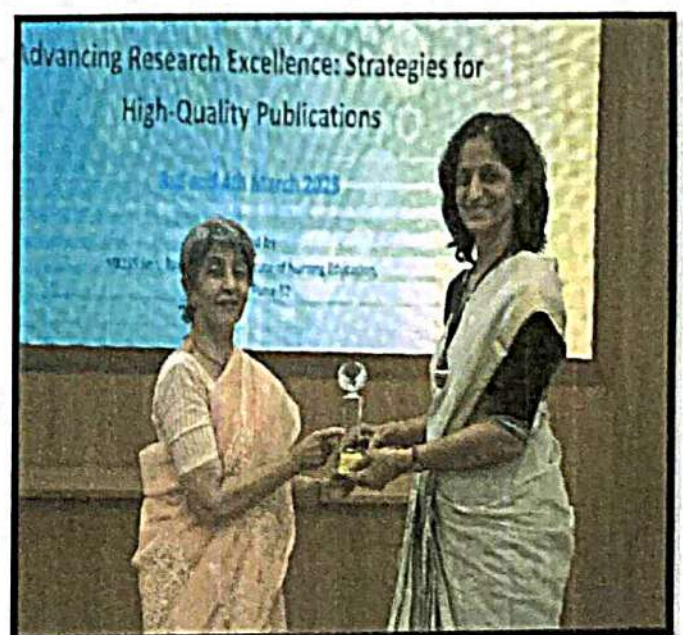
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95	Dr Prema Balusamy	prema-balusamy369@gmail.com	University of Hafar Al Batin, Kingdom of Saudi Arabia	Post PhD	Faculty	9557870477
96	Dr. Vaishali Santosh Jadhav	vaishali-jadhav25@gmail.com	Bharati Vidyapeeth, Deemed to be University, College of	PhD Nursing	Administrator	9702005511
97	Ms. Shashikala Rupesh Rathod	shashikalarathod72@gmail.com	MES College of Nursing-Lote	M Sc. Nursing	Faculty	8208984280/888564679

DAY 1- REGISTRATION, INAUGURATION FOLLOWED BY SESSIONS

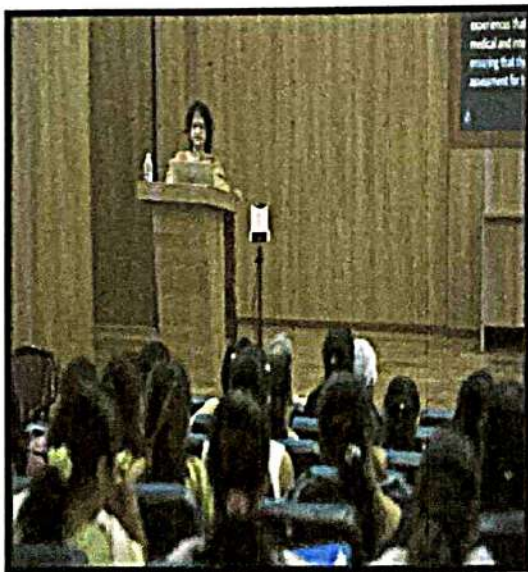


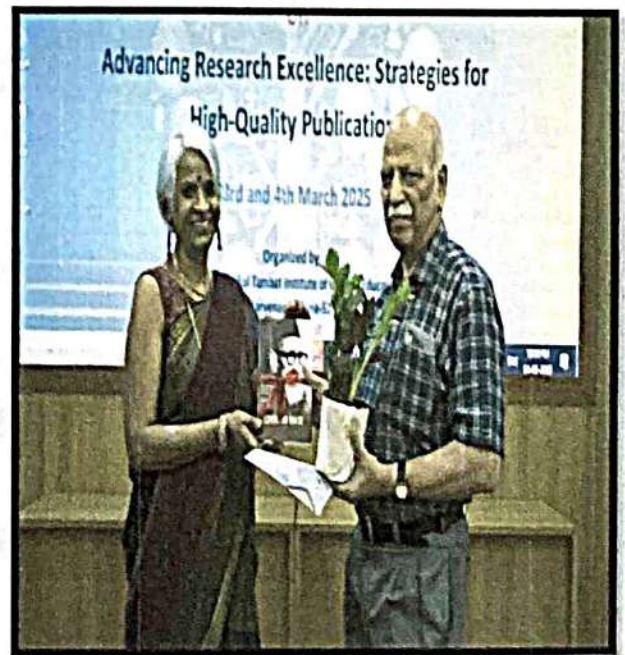






SESSIONS OF DAY 2







VALEDICTORY SESSION





RECEIVING FEEDBACK FROM DELEGATES



DISTRIBUTION OF CERTIFICATES



**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune 411052.**

**REPORT ON
BASIC COUNSELLING TRAINING ON
CONSTRUCTIVE LEADERSHIP FOR
AN INCLUSIVE ENVIRONMENT**



MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE 411052

Mental Health Nursing Department
cordially invites you to attend

Basic Counselling skill: Constructive Leadership for Inclusive Environment



Date: 5, 8, 11, 15, 23rd April 2025
Time: 3:00 - 6:00 pm
Venue: Conference room, MKSSSBTINE, Pune

**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune 411052.**

**BASIC STUDENT COUNSELLING TRAINING
CONSTRUCTIVE LEADERSHIP FOR AN INCLUSIVE ENVIRONMENT**

Date- April 2025

Time- 3:00 to 6:00 pm

Venue- Conference room, MKSSSBTINE

Counselling is a professional, collaborative process that empowers individuals to achieve mental, emotional, and psychological well-being. Counselling training is the structured education and practical experience provided to individuals aspiring to become counsellors or enhance their interpersonal skills. This training encompasses various theoretical approaches, ethical guidelines, and practical techniques aimed at understanding and supporting people through personal challenges and life transitions. The goal of student counselling training is to equip individuals with the skills needed to support others and to foster self-awareness, empathy, and effective communication. Hence, the sessions were organized by the mental health nursing department under the guidance of Principal Madam Dr Meena Ganapathy.

First session conducted by Principal Madam with an introduction to the theme. Madam focused on the need for students, which is essential in today's educational system, where academic pressure, emotional stress, peer pressure, and life transitions deeply impact students' mental and emotional well-being. Madam further explored that counselling training for teachers can support students effectively, creating a healthier, more supportive learning environment. Counsellors can identify early signs of distress and intervene before problems escalate. Counsellors are equipped to deal with students from diverse backgrounds, including those facing socio-economic challenges, identity issues, or trauma, fostering inclusivity and safety. Students learn to manage emotions, build healthy relationships, boost self-confidence, develop decision-making skills, and develop conflict-resolution skills.

The second session was on counselling styles and techniques- listening by Mrs Bijayalakshmi Devi. She introduced the overall approach or method a counsellor uses, such as:

- **Humanistic (Person-centered) Counselling** – Focuses on empathy, unconditional positive regard, and active listening.
- **Cognitive-Behavioral Therapy (CBT)** – Structured and goal-oriented, focusing on thoughts and behaviors.
- **Psychodynamic Counselling** – Explores unconscious patterns and past experiences.
- **Solution-Focused Brief Therapy (SFBT)** – Concentrates on solutions rather than problems, using goal-directed conversation.

Madam further discussed that Listening is a Core Counselling Technique. Each style integrates listening as a fundamental technique. Listening in counselling is not just about hearing words—it's about being fully present and understanding the client's message on multiple levels: emotionally, mentally, and non-verbally. She discussed in detail the types of listening in counselling:

1. **Active Listening:** The counsellor fully concentrates, responds, and remembers what the client is saying. It involves: eye contact, nodding, verbal affirmations like “I see,” “Go on...”, summarizing, and paraphrasing to confirm understanding
2. **Reflective Listening:** Involves repeating or paraphrasing the client's words to show understanding and encourage deeper expression.
3. **Empathic Listening:** Going beyond words to understand the client's emotions and point of view, without judgment.

The third session was on Stages of Counselling by Mrs Bijayalakshmi Devi, which typically follows a structured process divided into 3 stages to ensure effective support and progress for the client. Hands on training with practice sessions were included in pairs.

1. Initial Stage (Rapport Building & Assessment)

- Establish trust and a safe environment
- Clarify the counselling process and confidentiality
- Gather basic information and understand the client's concerns
- Set initial goals

2. Middle Stage (Working Phase)

- Explore issues in depth
- Apply relevant counselling techniques or interventions
- Encourage self-reflection and emotional expression
- Work toward goals, problem-solving, or behavior change

3. Final Stage (Termination & Follow-up)

- Review progress and highlight growth
- Discuss remaining concerns or questions
- Prepare for the end of counselling
- Offer referrals or follow-up if needed

Mrs Bijayalakshmi Devi discussed different approaches that offer unique perspectives and techniques, depending on the client's needs and the counsellor's training.

1. Person-Centered (Humanistic) Approach

- Developed by Carl Rogers
- Focuses on empathy, unconditional positive regard, and congruence
- Believes in the client's capacity for self-healing and growth

2. Cognitive-Behavioral Therapy (CBT)

- Focuses on identifying and changing negative thought patterns and behaviors
- Structured, goal-oriented, and often short-term
- Effective for anxiety, depression, and stress-related issues

3. Psychodynamic Approach

- Based on Freud's theories
- Explores unconscious conflicts, early childhood experiences, and emotional patterns
- Aims for deep self-awareness and resolution of inner conflicts

4. Solution-Focused Brief Therapy (SFBT)

- Emphasizes strengths and solutions rather than problems
- Focuses on the present and future, not the past
- Useful for short-term, goal-driven counselling

5. Behavioural Approach

- Based on learning theories (e.g., classical and operant conditioning)
- Focuses on changing harmful behaviors through reinforcement and modeling

The fourth session was on Dos and Don'ts of Counselling by Mrs Shital Padalkar. She explained in detail, as listen actively, maintain confidentiality, show empathy and respect, be non-judgmental, build trust and rapport, stay professional and ethical, encourage self-exploration, be culturally sensitive, be honest and transparent, know your limits, referral, documentation, etc. Regarding don'ts, she informed that don't interrupt or dominate, don't judge or criticize, don't make assumptions, don't offer quick fixes or advice, don't cross professional boundaries, don't

disregard emotions, don't rush the process, don't breach confidentiality, don't pretend to know everything, don't ignore non-verbal cues.

The last session on Counselling – Goal setting, Intervention, confrontation, Evaluation, and Termination by Mrs Bijayalakshmi Devi. Madam discussed that goal setting is the process of identifying and defining clear, measurable objectives that the client hopes to achieve through the counselling process. The goal should provide focus, motivation, accountability, empowerment, measure progress, and further add the steps in goal setting. She has given practical experience by giving scenarios. She concluded that using the SMART framework and regularly reviewing goals, student can make measurable steps toward change and improvement.

In counseling intervention, Mrs Bijayalakshmi Devi refers to the strategies and techniques a counsellor uses to help students overcome challenges or achieve personal goals. She discussed about types of intervention- counsellor-centered, client-centered, and eclectic. She added regarding the selection of the intervention. She made faculty experience grounding and interoception. She also added confrontation as a therapeutic technique used carefully and constructively to help clients face discrepancies in their thoughts, feelings, or behaviors. It's about gently challenging the client to increase self-awareness and promote personal growth.

Mrs Bijayalakshmi Devi discussed in brief about psychological first aid as an immediate, supportive intervention for people affected by disaster, trauma, or crises. Its purpose is to reduce initial distress, promote a sense of safety, control and calm, and help individuals begin to recover from a traumatic event through social connection and hopeful.

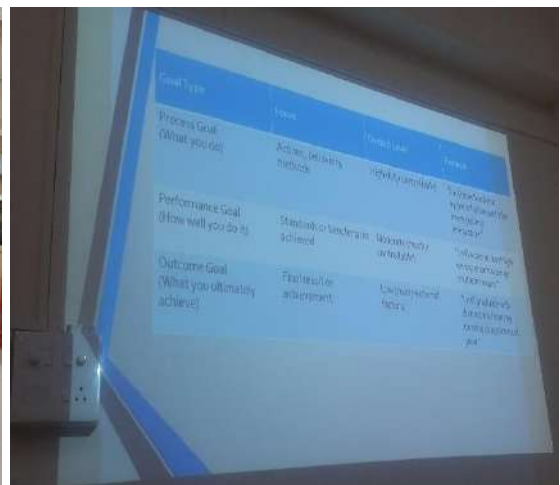
She further informed about Termination and follow-up of counselling as the process of concluding the therapeutic relationship between the counsellor and the client, once the goals of the counselling process have been met, or for other reasons. Proper termination is essential for ensuring the client's well-being and for providing closure and continuity as they transition out of the therapeutic setting. She added on indicators and the process of termination. Principal Madam concluded the session with positive feedback from participants.




PRINCIPAL
MKSSS's Smt. Bakul Tambat
Institute of Nursing Education
Karvenagar, Pune-411 052.

PHOTOS OF STUDENT COUNSELLING SESSION





[Signature]
PRINCIPAL
MKSS's Smt. Bakul Tambat
Institute of Nursing Education
Karvenagar, Pune-411 052.

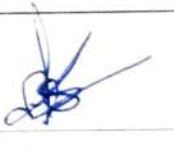
**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune**

**BASIC COUNSELLING TRAINING ON
CONSTRUCTIVE LEADERSHIP FOR AN INCLUSIVE ENVIRONMENT**

Attendance of the resource person

Time: 03:00 -05:00 pm

Venue: Conference room, MKSSS BTINE, Pune

Sr. No.	Date	Session on	Name of the Teacher	Designation	Signature of the faculty
1	05/04/2025	Introduction to the theme	Dr. Meena Ganapathy	Principal cum Professor	
2	08/04/2025	Introduction to counselling styles and techniques- Listening	Mrs. L.Bijayalakshmi	Professor	
3	11/04/2025	Stages of counselling and approaches	Mrs. L.Bijayalakshmi	Professor	
4	15/04/2025	Dos and Don'ts of Counselling	Mrs. Shital Padalkar	Lecturer	
5	23/04/2025	Counselling – Goal setting, Intervention, Evaluation, and Termination	Mrs. L.Bijayalakshmi	Professor	


Sign of Principal
PRINCIPAL

Maharshi Karve Stree Shikshan Samstha
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Nursing Education
Karvenagar, Pune-411052.

Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune

BASIC COUNSELLING TRAINING ON
CONSTRUCTIVE LEADERSHIP FOR AN INCLUSIVE ENVIRONMENT

Attendance of faculty

Time: 03:00 -05:00 pm

Venue: Conference room, MKSSS BTINE, Pune

Sr. No.	Name of the Teacher	Designation	Signature of the faculty				
			05/04/25	08/04/25	11/04/25	15/04/25	23/04/25
1	Dr. Meena Ganapathy	Principal cum Professor					
2	Mrs. L.Bijayalakshmi	Professor					
3	Mrs. Nupoor Bhambid	Professor					
4	Ms. Lisham Smita Devi	Associate Professor					
5	Mrs. Jyoti Karande	Associate Professor					
6	Mrs. Ujwala Jadhav	Lecturer					
7	Mrs. Ashwini Sutar	Lecturer					
8	Mrs. Dipali Awate	Lecturer					
9	Mrs. Shital Padalkar	Lecturer					
10	Ms Ashwini Bhosale	Clinical Instructor					
11	Ms. Avantika Anturkar	Clinical Instructor					
12	Ms. Shital Patil	Clinical Instructor					

Sign of Principal

PRINCIPAL
Maharshi Karve Stree Shikshan Samstha,
Smt. Bakul Tambat Institute of
Nursing Education
Karvenagar, Pune-411052.



MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S
SMT. BAKUL TAMBAT INSTITUTE OF NURSING EDUCATION
KARVENAGAR, PUNE 411052



CERTIFICATE OF ATTENDANCE

This certificate has been awarded to

Mrs. Shital Ganesh Padalkar

for attending the sessions on Basic Counselling Skill: Constructive
Leadership for Inclusive Environment (16 credit hrs) on 5th, 8th,
11th, 15th and 23rd April 2025 at the MKSSSBTINE, Pune


MRS L BIJAYALAKSHMI DEVI
ORGANIZER
MKSSSBTINE, PUNE


DR MEENA GANAPATHY
PRINCIPAL
MKSSSBTINE, PUNE

**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education,
Karvenagar, Pune – 411052.**

Faculty Development Program on Neuro Linguistic Programming





Committed to developing "Conscientious, Confident & Caring quality nursing professionals"
MAHARSHI KARVE STREE SHIKSHAN SAMSTHA'S

Smt. Bakul Tambat Institute of Nursing Education

(Affiliated to MSBNPE, MNC, MUHS & INC, NAAC Accredited)



Reg. No. ~~352~~ BTINE/2025

Date: 19/07/2025

To,

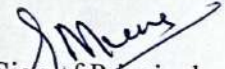
All faculty and staff,

MKSSSBTINE, Pune-52

This is to inform you that, there will be Nursing Faculty Development Program on "Neuro-Linguistic Programming (NLP)" in our institute. This program will be for duration of 15 days i.e. 21st to 25th July 2025 and 28th to 1st August 2025 from 11:00 AM to 02:00 PM at MKSSSBTINE, MPH Ground floor Pune-52.

The said venue are booked for the same. Detail program timing and responsibilities are attached for your reference. All concern faculty and staffs are requested to support and take part in timely manner in the program actively.

Kindly acknowledge and do the needful.


Sign of Principal
PRINCIPAL

Maharshi Karve Stree Shikshan Samstha's
**Smt. Bakul Tambat Institute of
Nursing Education**
Karvenagar, Pune-411052.

**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education,
Karvenagar, Pune – 411052.**

Report on FDP on NLP 2025

Dates: 21st July to 1st August 2025

Time: 11 am to 2 pm

Mode: Offline

Duration: 30 hrs.

Aim: To equip the participants with practical NLP tools and techniques to enhance emotional well-being, communication, classroom management, and leadership capacity - both in personal and professional contexts.

Objectives:

1. Introduce core concepts of NLP and how they apply to teaching, healthcare, and personal life.
2. Equip faculty with effective tools to manage emotions, influence behaviour positively, and enhance communication with students, peers, and patients.
3. Foster a culture of goal-oriented, reflective, and empathetic leadership in nursing education.

Course content

Session no.	Theme / Module	Key Learning Outcomes
1	Introduction to NLP	Understand how NLP will help in personal as well as professional field.
2	NLP Communication Model	Manage emotional state and change behaviour
3	Rapport Building techniques	Apply techniques to develop trust, enhance classroom dynamics, and enhance interactions with patients
4	Representational Systems	Identify and match sensory language patterns (visual, auditory, kinesthetic) to build deeper connections.
5	Sub-modalities	Discover how small shifts in perception can change habits, reduce anxiety, and increase learning retention.
6	Anchoring Techniques	Create positive state of mind, Achieve excellence, Deal with negative emotions
7	Language Patterns	Use powerful questioning and empowering suggestions to inspire and guide students and self.
8	Goal setting	Use NLP-based goal-setting models for self, students, and institutional goals.
9	Beliefs and Identity Work	Identify limiting beliefs and reframe them into empowering beliefs; align actions with personal and professional identity.
10	Integration and Practice	Practice and apply all techniques in role plays and case scenarios; prepare personal growth plans and action steps.

**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education,
Karvenagar, Pune – 411052.**

Report on FDP on NLP 2025

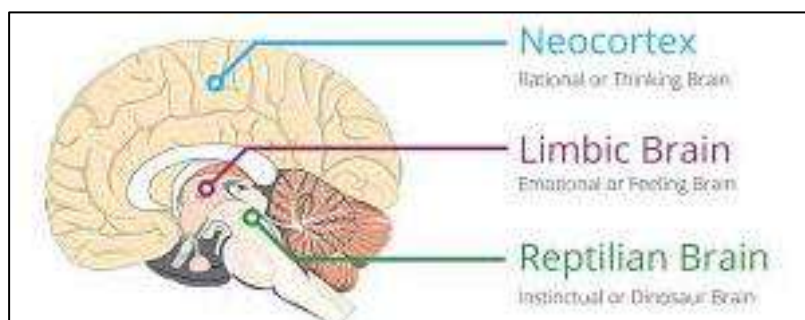
Introduction:

Our institute, MKSSS BTINE, has arranged a 30-hour Faculty Development Programme (FDP) on Neuro-Linguistic Programming (NLP) foundation course in collaboration with MKSSS Baya Karve Women's Study and Research Centre. Neuro-Linguistic Programming (NLP) is a set of techniques and theories that explores the connection between how the mind (neuro), language (linguistic), and behavior (programming) influence each other. Developed in the 1970s, NLP aims to understand and modify patterns of thought and behavior to achieve specific goals, improve communication, and facilitate personal development. It's a controversial field with varying degrees of acceptance, but it's widely applied in areas like communication, personal development, and even therapy.

Day 1:

The day started at 11 a.m. with a 30-minute NLP pre-test. Mrs. Swati Upadhe, Director of Prerana-Ek Kalamancha and Founder & Chief Coach of Path-Pilot, welcomed all participants and gave brief introductions. She opened the session by explaining the brain's structure and its three main parts:

- **Reptilian Brain (Primal/Basal Ganglia):**
Controls essential survival functions like breathing, heart rate, body temperature, balance, and fight-or-flight responses. It is the oldest part of the brain.
- **Limbic System (Paleomammalian Brain):**
Governs emotions, memory, and social behaviors such as fear, anxiety, bonding, and nurturing. It evolved with early mammals.
- **Neocortex (Cortex/Thinking Cap):**
Responsible for higher-order thinking, including abstract thought, language, reasoning, planning, and complex problem-solving. It is the most recently evolved and highly developed in humans.



Mrs. Upadhe emphasized the brain's plasticity, explaining that **“what you use gets stronger, what you don't use gets weaker.”** She introduced neural pathways as networks of connected neurons that carry information between brain and body, highlighting how these pathways strengthen, weaken, or reroute based on experience, learning, or injury.

The day's focus was on how NLP techniques can be applied in both personal and professional settings. The session ended at 2 p.m.

Day 2:

The session resumed at 11 a.m. with a continuation of brain-related topics, emphasizing key characteristics:

- The brain is the body's hardware.
- It operates based on self-concept.
- It governs thinking, movement, balance, and coordination.
- Neural pathways are hardwired, making old habits difficult to change but new ones easier to form.
- The brain responds dynamically to the mind and seeks continual stimulation.

Mrs. Upadhe then introduced the **principles of the unconscious mind**, explaining it:

- Stores memories.
- Follows orders literally.
- Requires repetition to form habits.
- Responds to symbols and associations.
- Provides answers but takes everything personally.
- Cannot process the word “NO.”
- Works predominantly through images.
- Is the domain of emotions.
- Does not distinguish between imagination and reality.
- Holds vast energy and power.
- Regulates body functions.

The session then transitioned to an overview of **Neuro-Linguistic Programming (NLP)**:

- **Neuro:** Pertains to the nervous system and neurological responses, where thoughts and experiences trigger chemical and state changes in the body.
- **Linguistic:** Language is the medium through which we describe and create our experiences.
- **Programming:** Refers to our automatic, learned behavioral patterns which can be consciously changed.

Mrs. Upadhe detailed the origins of NLP, crediting **Richard Bandler and John Grinder**, who developed NLP in the 1970s by modeling successful therapists' communication and behavioral patterns, including those of Fritz Perls. The session concluded at 2 p.m.

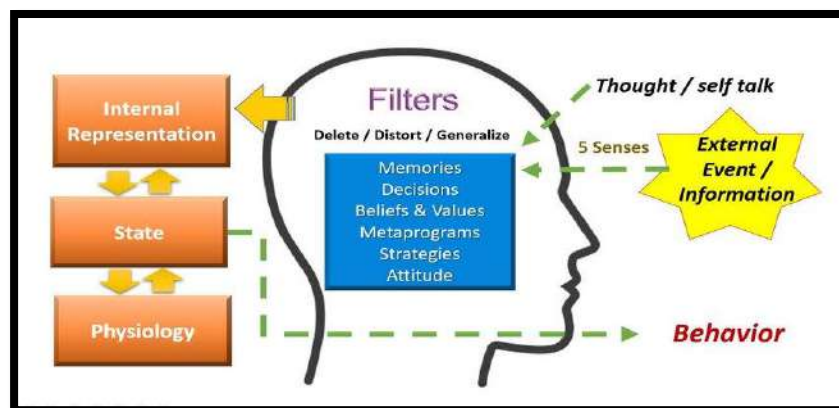
Day 3:

Mrs. Swati Upadhe discussed the **NLP Communication Model**, explaining how people perceive and respond to the world differently. Communication starts with an external event, but everyone filters this through their own **beliefs, values, memories, attitudes, and culture**.

This filtering process involves:

- **Deleting** some information,
- **Distorting** other parts, and
- **Generalizing** based on past experiences.

These filters create an **internal representation**—a personal mental image, sound, or feeling about the event—which influences emotional and physiological states. For example, the same event might excite one person but cause anxiety in another. Our internal state then shapes our behavior, including our words, body language, and actions.



The key insight: **We respond not to reality itself, but to our internal “map” of reality.** As Alfred Korzybski said, “the map is not the territory.” Recognizing this helps improve communication by appreciating that everyone interprets experiences differently. In NLP, understanding these processes enables better rapport-building and facilitates positive change.

Mrs. Upadhe also covered two core NLP principles:

1. **Cause and Effect:**

Understanding and influencing communication and beliefs by identifying linguistic patterns linking events or thoughts to outcomes. This empowers individuals to take responsibility for their experiences (being “cause”) instead of feeling controlled by circumstances (being “effect”).

2. **Limitation/Necessities to Possibilities:**

Transforming limiting beliefs and negative patterns (“necessities”) into empowering goals and positive behaviors (“possibilities”).

Day 4:

The session began with “**How to Build Rapport.**” Mrs. Upadhe defined **rapport** in NLP as a relationship based on trust, harmony, and mutual understanding. Rapport is built by **matching and mirroring** the other person’s verbal and non-verbal cues—including their choice of words, tone, body language, and sensory-related language (e.g., words related to seeing, hearing, or feeling). This alignment fosters connection by entering the other person’s “world” and speaking their language.

She then introduced **Representational Systems** in NLP—how individuals process and store information through their senses:

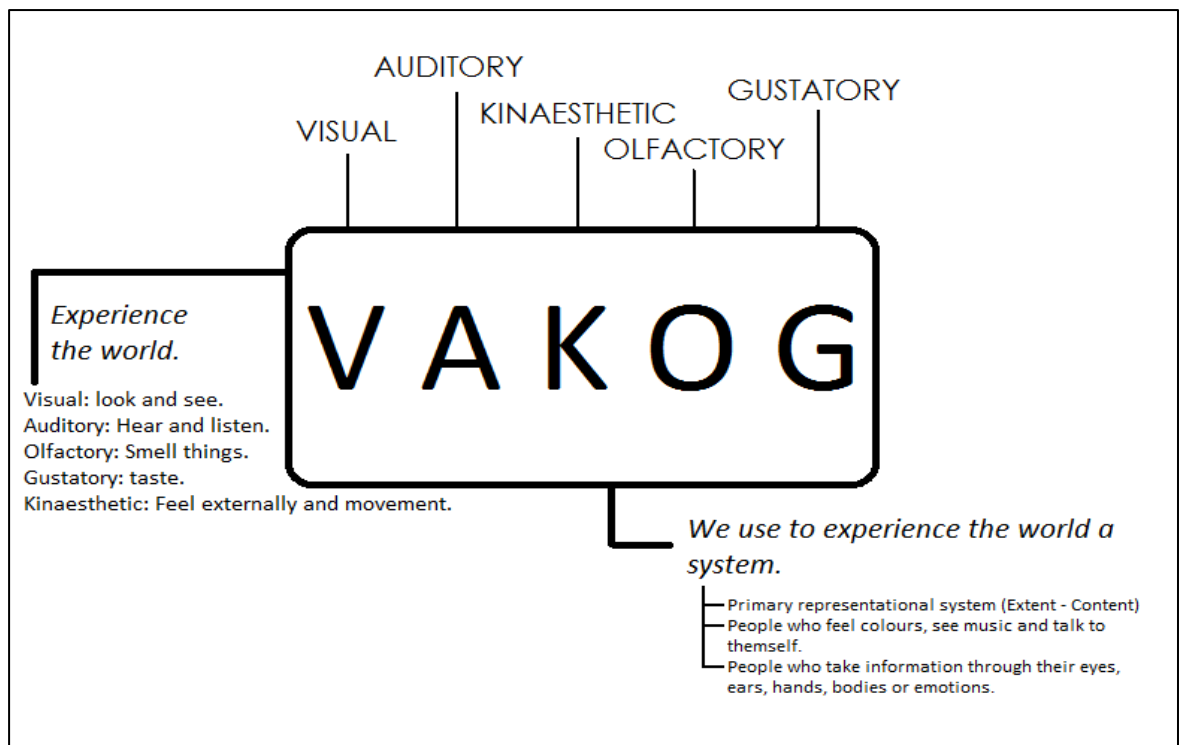
- **Visual:** Seeing
- **Auditory:** Hearing
- **Kinesthetic:** Feeling, touch, emotion
- **Olfactory:** Smell (lesser extent)
- **Gustatory:** Taste (lesser extent)
- **Auditory Digital:** Logical self-talk and abstract thinking

Each person has a dominant representational system, reflected in their word choices (predicates), eye movements, body language, and breathing. Recognizing someone’s dominant system can significantly improve communication and help establish deeper rapport.

Day 5:

Mrs. Swati explained that in NLP, PRS is the sensory modality a person naturally uses most to process information and communicate. This includes:

- **Visual:** Prefers images and visual details.
- **Auditory:** Prefers sounds and auditory cues.
- **Kinesthetic:** Prefers physical sensations, feelings, and touch.
- **Auditory Digital (AD):** Prefers internal self-talk, logic, and reasoning.



Activity:

Participants answered questions on a PPT, selecting options (A/B/C/D) to identify their dominant representational system (Visual, Auditory, Kinesthetic, or Auditory Digital).

Feedback Sandwich Technique:

Mrs. Swati introduced a structured feedback method with four layers:

- **Layer 1 (Base):** What went well? (Specific, generous praise)
- **Layer 2:** What could be even better? (Max 3 feedback points, depersonalized)
- **Layer 3:** Motivation (Genuine verbal praise)
- **Layer 4 (Topping):** Future pacing (Visualization and asking questions)

Activity:

Participants formed three groups to prepare feedback sandwiches on different topics: college students, gulab jamun, and Mrs. Swati's NLP lecture.

Day 6:

Mrs. Swati explained the tips for feedback - sender:

1. Focus on behavior, not personality.
2. Communicate about improvement.
3. Be non-judgmental.
4. Keep it individual.
5. Time it well.
6. Use positive language (feedback sandwich)
7. Be accurate.
8. Be clear and specific.
9. Ensure validity.

Tips for Feedback - Receiver:

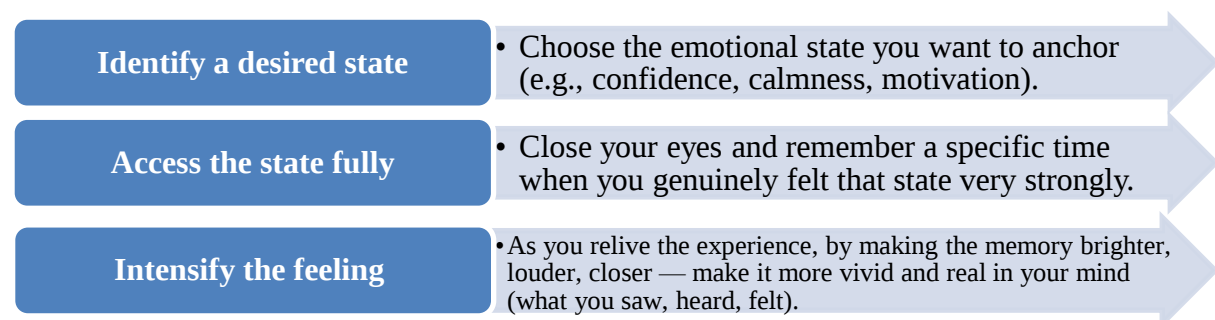
1. Be positive
2. Listen carefully
3. Clarify and check understanding
4. Consult others if needed
5. Implement feedback
6. Explore options
7. Be grateful

Activity:

Participants were divided into groups to list academic goals for students, including mission achievement, happiness, good NAAC results, department quality, alumni engagement, staff satisfaction, and 100% results.

Day 7:

Mrs. Swati explained that **anchoring** in NLP is the process of linking a specific stimulus (the anchor) to an emotional state so that the stimulus can later trigger that state automatically. Anchors can be positive or negative and may be external (like a sound or touch) or internal (a thought or feeling). While we create anchors unconsciously, NLP teaches how to create and use them deliberately.



Keys to Strong Anchors:

1. **Intensity of Experience:** Stronger emotional states form stronger anchors.
2. **Uniqueness:** Anchors must be distinct and specific.
3. **Timing:** Apply the anchor at the peak emotional moment.
4. **Repetition:** Reinforcing the anchor by repeating it embeds it in the nervous system.

Assignment:

Identify positive and negative anchors in your own life.

Neurological Levels (Dilts Model):

Mrs. Swati introduced Robert Dilts' framework for understanding change and behavior through a hierarchy of levels:



- **Environment:** External surroundings affecting you.
- **Behavior:** Your actions and reactions.
- **Capabilities:** Skills you develop to improve behavior.
- **Beliefs & Values:** Internal motivators or limitations.
- **Identity:** Your sense of self, powerful enough to transform all other levels.
- **Mission:** Connection to a larger purpose beyond yourself.

Assignment:

Apply these levels to analyze a specific real-life problem.

Day 8: Milton Model:

Mrs. Swati explained this NLP language model, based on hypnotic language patterns of Milton Erickson, which influences indirectly by bypassing the conscious mind to reach the unconscious mind, facilitating change and rapport.

Key Milton Model Language Patterns:

1. Mind reading
2. Lost performative
3. Cause and effect
4. Complex equivalence
5. Presuppositions
6. Universal quantifier
7. Modal operator
8. Double binds
9. Tag questions
10. Lack of referentials
11. Unspecified verbs
12. Nominalizations
13. Comparative deletion
14. Pacing current experience
15. Conversational postulates

Assignment:

Use these patterns to:

- Motivate students
- Inspire patients
- Advertise a journal

Meta Programs:

Mrs. Swati explained that Meta Programs are deep, unconscious mental filters shaping how we think, decide, and behave. They govern *how* we think rather than *what* we think and are crucial in communication, coaching, therapy, leadership, and team building.

Common Meta Programs:

- Introvert vs. Extrovert
- Thinker vs. Feeler
- Sensor vs. Intuitor
- Judger vs. Perceiver
- Toward vs. Away From

Importance:

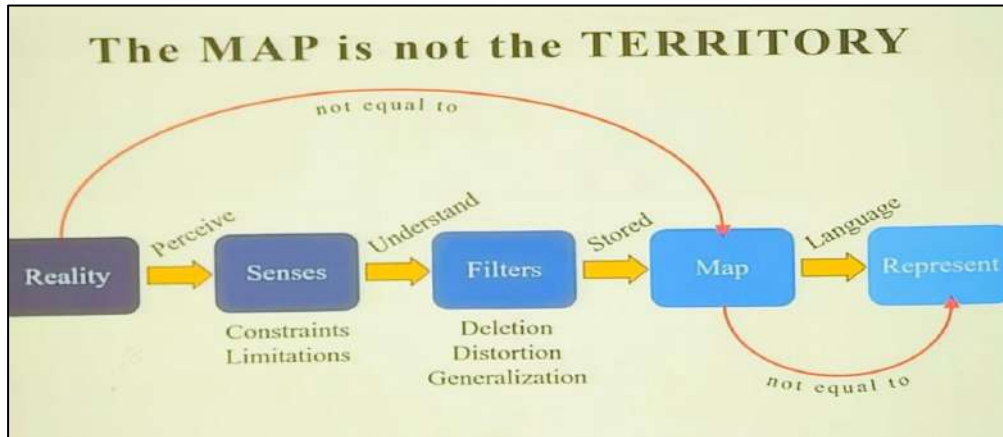
Understanding meta programs increases self-awareness, improves communication, strengthens relationships, and allows behavioral flexibility.

Activity:

Design a teaching class that caters to students with varying meta programs.

Day 9: Meta Programs:

- Mrs. Swati explained unconscious filters guiding how people think, decide, and behave (e.g., Internal vs External Check, Global vs Specific, Sameness vs Difference, etc.).

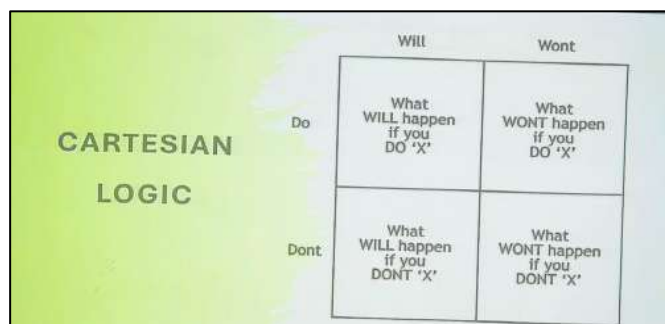


Activity: Groups planned a vacation, cookery show, and festival based on meta programs.

- Prime Concern:** Dominant motivation behind behavior with three stages—Start (begin new), Change (modify), Stop (release).
- Start-Change-Stop Model:**
 - Start: Activate new behaviors (Visualization, Goal Setting)
 - Change: Modify beliefs/behaviors (Reframing, Timeline Therapy)
 - Stop: Let go of limiting patterns (Parts Integration, EFT)
- Meta Model:** Language patterns to clarify vague or limiting statements by addressing Deletion, Generalization, and Distortion.

Day 10:

- Mrs. Swati explained **Descartes' Four Rules for Decision-Making**:
 - Evidence—Base decisions on clear facts.
 - Analysis—Break problems into parts.
 - Order—Solve from simple to complex.
 - Review—Check thoroughly for completeness.
- Cartesian Logic:** Logical, analytical method for problem-solving and decision-making.



A **post-test** was conducted to assess the learning outcomes of the FDP. The test consisted of MCQs, Rating scale and short-answer questions focusing on core NLP concepts, and applications covered during the sessions. The results will indicate a significant improvement in participants' understanding compared to the pre-test, reflecting the effectiveness of the training.

Feedback was collected from participants was overwhelmingly positive, confirming the FDP's success in enhancing faculty knowledge and skills in NLP.

Valedictory session:

The valedictory session marked the successful conclusion of the NLP. Mrs. Swati Upadhye expressed her gratitude towards all participants for their enthusiasm and active engagement throughout the program. The session highlighted key takeaways from the FDP, emphasizing the growing importance of NLP in academic. Certificates of participation were distributed, and participants were encouraged to apply the knowledge gained in their respective fields.




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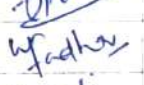
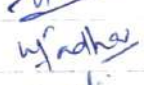
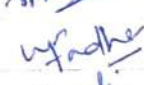
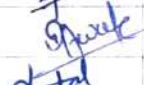
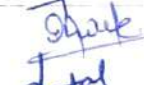
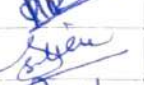
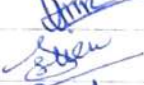
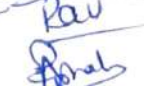
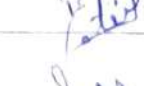
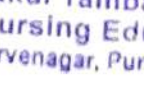
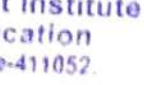
**Maharshi Karve Stree Shikshan Samstha's
Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune 52**

**FDP on Neuro Linguistic Programming
Attendance of faculty**

DATE: 21/07/2025 to 01/08/2025

TIME: 11 am to 2 pm

VENUE: Multi-purpose hall, MKSSS BTINE

Sr. No.	Name of the Teacher	Designation	Signature of the Faculty		
			21/07/2025	22/07/2025	23/07/2025
1	Dr. Meena Ganapathy	Principal cum Professor			
2	Mrs. L. Bijayalakshmi Devi.	Professor			
3	Mrs. Nupoor Bhambid	Professor			
4	Ms. Lisham Smita	Associate Professor			
5	Mrs. Jyoti Karande	Associate Professor			
6	Mrs. Ujwala Jadhav	Assist Professor			
7	Mrs. Deepali Shinde	Assist Professor			
8	Mrs. Ashwini Sutar	Assist Professor			
9	Mrs. Dipali Awate	Assist Professor			
10	Mrs. Shital Padalkar	Assist Professor			
11	Ms. Ashwini Bhosale	Assist Professor			
12	Mrs. Mangal Temgire	Clinical Instructor			
13	Ms. Avantika Anturkar	Clinical Instructor			
14	Ms. Ashwini Lande	Clinical Instructor			
15	Ms. Rupali Dhume	Clinical Instructor			
16	Ms. Shital Patil	Clinical Instructor			
17	Ms. Rau Sangave	Clinical Instructor			
18	Ms. Amruta Phale	Clinical Instructor			
19	Ms. Renuka Nagwanshi	Clinical Instructor			
20	Ms. Dhanashree Patil	Clinical Instructor			

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Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune 52**

FDP on Neuro Linguistic Programming

Attendance of faculty

DATE: 21/07/2025 to 01/08/2025

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Sr. No.	Name of the Teacher	Designation	Signature of the Faculty		
			24/07/2025	25/07/2025	28/07/2025
1	Dr. Meena Ganapathy	Principal cum Professor			
2	Mrs. L. Bijayalakshmi Devi.	Professor			
3	Mrs. Nupoor Bhambid	Professor			
4	Ms. Lisham Smita	Associate Professor			
5	Mrs. Jyoti Karande	Associate Professor			
6	Mrs. Ujwala Jadhav	Assist Professor			
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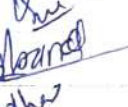
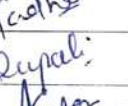
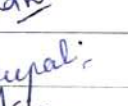
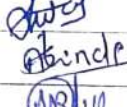
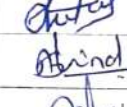
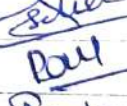
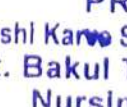
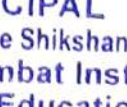
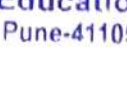
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			01/08/2025	05/08/2025
1	Dr. Meena Ganapathy	Principal cum Professor		
2	Mrs. L. Bijayalakshmi Devi.	Professor		
3	Mrs. Nupoor Bhambid	Professor		
4	Ms. Lisham Smita	Associate Professor		
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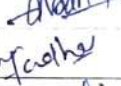
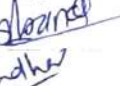
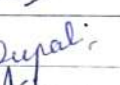
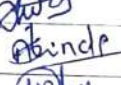
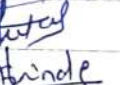
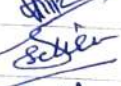
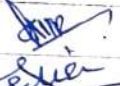
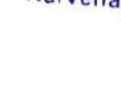
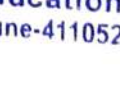
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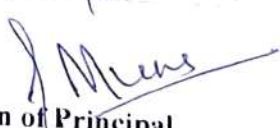
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Smt. Bakul Tambat Institute of Nursing Education
Karvenagar, Pune-411052.**

FACULTY DEVELOPMENT PROGRAM ON NEURO LINGUISTIC PROGRAM

Day-1 (21/07/2025)



Day -2 (22/07/2025)



Day3-(23/07/2025)



Day 4-(24/07/2025)



Day-7 (29/07/2025)



Day-8 (30/07/2025)



Day 9-(31/07/2025)



Day-10 (1/08/2025)





Day-11 (05/08/2025)



[Signature]
PRINCIPAL
 MKSSS's Smt. Bakul Tambat
 Institute of Nursing Education
 Karvenagar, Pune-411 052.