

- **Institutional Distinctiveness : Talent Management Cell**

The **Talent Management** cell is one of the most distinctive features of **Indira College of engineering and Management (ICEM)**. The Talent Management cell works under the Training and Placement Department of the institute. It is a team of Soft-Skill and Aptitude trainers which trains the students of Engineering, MBA and MCA domain. The institute provides these trainings entirely free of cost to the students.

The institute is situated in a countryside due to which the majority of the intake students belong to the surrounding rural areas. These students didn't have the opportunity of growing up in English- speaking schools. Our objective at Talent Management is to make these students "job-ready" by training them on their communication skills from the basics.

In today's era of globalization, one requires communication skills and soft-skills along with strong technical skills to get a job, one requires to make advancement in his/her career. Technical skills might fill up the jar with ornaments but soft skills shape the jar to make it look finished and polished. A person with requisite soft skills knows the art of carrying oneself flawlessly through all difficult situations: professional vis-à-vis social. Having soft skills is the gateway to success in today's competitive world.

The Talent Management team is determined to facilitate the transformation of young, questioning minds into confident and sophisticated solution-seekers, who can function in teams, collaborate and communicate effectively with other individuals and become leaders in their niche industry. The team of Talent Management prepares students on various selection processes of the corporate world- specifically Group Discussions and Personal Interviews. We identify the required skill gap of the students for the elite top-notch companies through various classroom activities; conduct trainings on connecting the skill- gap and also help students enhance the pre-requisite skills in them. Since the majority of students in the institute belong to the rural backgrounds, the effective English speaking skills and Mother Tongue Influence (MTI) have always been the major challenges in imparting soft-skills training. Therefore the trainings are designed in a customized manner where besides learning English vocabulary and improving English speaking skills , the student is able to shed his/her shyness, hesitation, fear, stress and associated signs that are manifested in the form of fumbling, getting blank and nervousness.

Both soft-skills and aptitude trainings are imparted two hours per week to each class along with extra lectures during placements. The soft-skills training starts from the 2nd year where the Savitribai Phule Pune University (SPPU) syllabus is followed. The focus at Talent management for the 3rd year and 4th year students on the first -hand is to fortify their communication where the students are being trained on their grammar, vocabulary, speaking and writing skills. Besides communication skills, the team imparts trainings on the areas of Personality Development, Power Dressing, Body language, Overcoming Shyness, Self -management, Team Building skills Training, Grooming etc. Regular test series, mock group discussions and mock-interviews are conducted to acquaint the students for the campus drives.

Meticulous evaluation and assessment of each student's personality and communication skill is done and maintained and their improvement is tracked and recorded throughout the semester. Besides the scheduled in-house trainings, students are trained through individual counselling, interactive sessions, guest lectures and career counselling lectures by industry experts and the alumni.

The Aptitude training is also an inevitable part of the time-table and academic curriculum. The students are training on the basis of the aptitude tests for the upcoming campus drives. The topics covered mainly are Percentage, Profit and Loss, Speed, Time and Distance, Average and Area, Permutation and Combination, Probability, Simple Interest and Compound Interest. Logical Reasoning is taught from the basics on the topics of Data Analysis, Arrangement, Circular Arrangement, Blood Relation, Calendar and Clock etc.

Despite the limitations of having maximum students from rural backgrounds, the institute is witnessing incredible improvements in the placement ratio in the last two years because of the trainings by Talent Management. The students are witnessed to have significant improvements in terms of their English speaking skills and confidence and are today able to communicate with others in a much better way. There is also a noteworthy conversion of students who have cleared aptitude, group discussion rounds and personal interviews in the campus drives.

We are definitely hopeful for a better future of the cell and also of the students in the years to come. We vow to stand strong and soar high with the vision of 'Constant Improvement and Constant Change'.