



**Skill India**  
कौशल भारत - कुशल भारत



# IISDET BULLETIN



**DR. VASANT JADHAV**  
FOUNDER, CHAIRPERSON  
(IISDET)

**SEPTEMBER EDITION 2020**

**“The Beautiful Thing About Learning Is That No  
One Can Take It Away From You.”**

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# "INDIAN INSTITUTE FOR SKILL DEVELOPMENT AND EMPLOYMENT TRAINING"

THE DESTINATION FOR QUALITY LEARNING

**IISDET IS ONE OF INDIA'S PARAMOUNT ADVISORY BODY AND A PRESTIGIOUS NON-GOVERNMENTAL ORGANIZATION THAT ARTICULATES THE INTERESTS OF INDUSTRIES, ENTREPRENEURS, ACADEMIC INSTITUTIONS AND THE YOUTH.**

**INDIAN INSTITUTE FOR SKILL DEVELOPMENT & EMPLOYMENT TRAINING (IISDET) IS AN ORGANIZATION FOCUSED ON GROWING EMPLOYMENT & ENTREPRENEURSHIP.**

**IISDET PLAYS AN INFLUENTIAL ROLE IN CREATING AND SUSTAINING ENVIRONMENT IN WHICH EMPLOYMENT AND ENTREPRENEURSHIP FLOURISH. THROUGH THE FACILITATION OF PARTNERSHIPS AND WITH AN EXTENSIVE NETWORK OF INFLUENTIAL MEMBERS AND ACADEMIC INSTITUTES; IISDET PROVIDES THE RESOURCE, KNOWLEDGE AND SUPPORT THAT ARE VITAL FOR GROWTH IN EFFECTIVE EMPLOYMENT AND ENTREPRENEURSHIP OPPORTUNITIES.**

**AS PER GOVERNMENT POLICIES TO FORM THE FOUNDATIONS OF A STRONG ECONOMY, IISDET ENSURES THAT THE INTERESTS OF INDIAN INDUSTRIES AND TRADE ARE PUT ACROSS TO THE INDIAN GOVERNMENT, REGULATORY AUTHORITIES AND THE COMMUNITY IN ORDER TO INFLUENCE BUSINESS POLICIES AND ENTREPRENEURIAL AND EMPLOYMENT OPPORTUNITIES. IISDET ALSO INTERACTS WITH THE COUNTERPART INTERNATIONAL ORGANIZATIONS TO PROMOTE BILATERAL ECONOMIC ISSUES.**

# Courses provided by us :

<p><b>RETAIL SECTOR</b></p> <ul style="list-style-type: none"> <li>• STORE ATTENDANT</li> <li>• MATERIAL HANDLING</li> <li>• FINISHED GOOD KEEPER</li> <li>• ASSISTANT STORE KEEPER</li> </ul>	 <p>सर्वोच्च GOVERNMENT OF INDIA MINISTRY OF SKILL DEVELOPMENT &amp; ENTREPRENEURSHIP</p>  <p><b>N.S.D.C</b> National Skill Development Corporation</p>    	<p><b>TRAINING AND CERTIFICATIONS FOR FRESHERS &amp; CERTIFICATIONS FOR EXPERIENCED CANDIDATES</b></p>
<p><b>TAILORING SECTOR</b></p> <ul style="list-style-type: none"> <li>• HAND EMBROIDERY</li> <li>• BASIC SEWING OPERATOR</li> <li>• JACKET, JODHPURI &amp; SHERWANI MAKING</li> </ul>		 <p><b>IISDET</b></p> <p>LEARN • EDUCATE • EXPLORE</p>
<p><b>GEMS &amp; JEWELLERY SECTOR</b></p> <ul style="list-style-type: none"> <li>• KUNDAN JEWELLERY MAKING</li> <li>• APPAREL ORNAMENTAL</li> </ul>		<p>PLAT NO. 8-3, Jayash Multi-specialty Hospital, Sector 6, Akurdi, Maharashtra 420028</p> <p>☎ 9760040000 / 7022110851</p> <p>✉ indianskilltrain@iisdet@gmail.com</p> <p>🌐 www.iisdet.com</p>

<p><b>HEALTH CARE SECTOR</b></p>	<p><b>BEAUTY &amp; WELLNESS SECTOR</b></p>	<p><b>COMPUTER &amp; IT SECTOR</b></p>
<ul style="list-style-type: none"> <li>• OT TECHNICIAN</li> <li>• GNM NURSING</li> <li>• B.SC. NURSING</li> <li>• M.SC. NURSING</li> <li>• MEDICAL LAB TECHNICIAN</li> <li>• GNM ASSISTANT</li> <li>• MIDWIFERY ASSISTANT</li> <li>• BEDSIDE ASSISTANT</li> <li>• DRESSER</li> <li>• DIALYSIS TECHNICIAN</li> <li>• MEDICAL RECORD TECHNICIAN</li> <li>• NURSING AIDES</li> <li>• THERAPEUTIC MASSAGE TECHNICIAN</li> <li>• HEALTH CARE MULTIPURPOSE WORKER</li> <li>• DIETITIAN</li> <li>• INNOCLATOR</li> <li>• HOSPITALITY ASSISTANT</li> <li>• PHARMACY ASSISTANT</li> <li>• GNM ASSISTANT</li> <li>• HEALTH &amp; SANITATION OFFICER</li> </ul>	<ul style="list-style-type: none"> <li>• BEAUTY THERAPY</li> <li>• BRIDAL MAKE-UP</li> <li>• NAIL TECHNOLOGY</li> <li>• SPA THERAPY</li> <li>• HAIR STYLIST</li> </ul> <p><b>FABRICATION &amp; ELECTRICAL SECTOR</b></p> <ul style="list-style-type: none"> <li>• GAS + ARC WELDER</li> <li>• TIG WELDER</li> <li>• REPAIR &amp; MAINTENANCE OF DOMESTIC ELECTRIC APPLIANCES</li> </ul>	<ul style="list-style-type: none"> <li>• DIGITAL MARKETING</li> <li>• TALLY</li> <li>• HARDWARE ASSISTANT</li> </ul> <p><b>HOTEL SECTOR</b></p> <ul style="list-style-type: none"> <li>• BAR TENDER</li> <li>• FRONT OFFICE</li> <li>• F &amp; B SERVICES</li> <li>• HOUSE KEEPING</li> </ul> <p><b>BANKING SECTOR</b></p> <ul style="list-style-type: none"> <li>• ACCOUNTS USING TALLY</li> <li>• BANKING SALES REPRESENTATIVE</li> <li>• ACCOUNTS</li> </ul>



**In Affiliation with**



# Offers Courses In Paramedical Field

## GNM ASSISTANT



**GENERAL NURSING AND MIDWIFERY ASSISTANT**

**Minimum qualification on required**  
10th

**Duration**  
1 Year

**SCOPE :**

Can work in Hospitals, Clinics, Nursing homes and all organizations providing Health Care facilities.

## HEALTH AND SANITATION OFFICER



**HEALTH AND SANITATION OFFICER (HSO)**

**Minimum qualification on required**  
Graduation

**Duration**  
6 Months

**SCOPE :**

Can work in corporate offices, factories, industries, malls, schools, colleges etc where there is requirement of Health and Sanitation.

# UNIVERSITY COURSES OFFERED BY IISDET :

**Govt Approved** **In COLLABORATION With** **UGC Approved Universities**

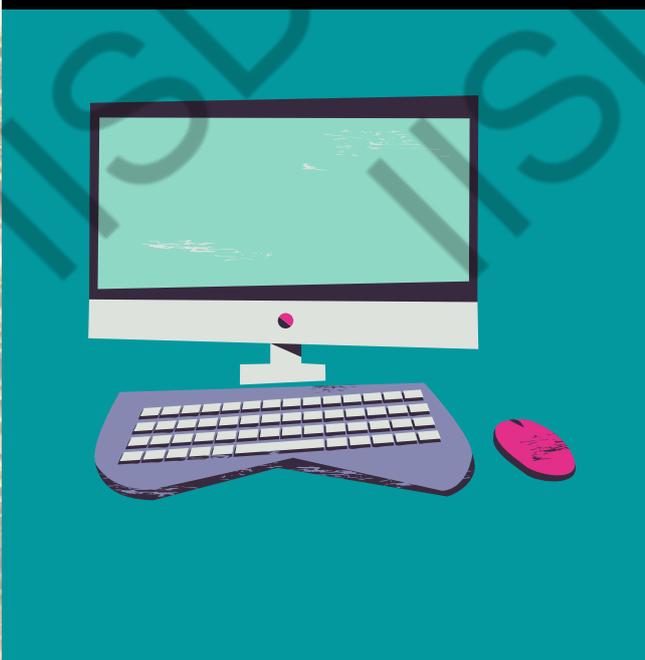
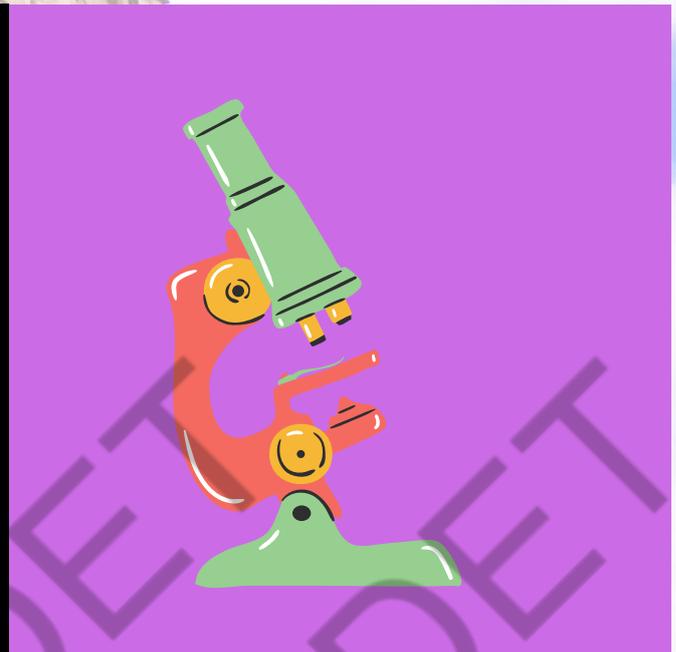
**Offers Courses In**  
**Basic & Applied sciences**

Sr.No	Course	Duration	Eligibility
1	Bachelor of Science in Bi-technology Animation   Information Technology   Biology Nanotechnology   Bioinformatics   Physics Geo-Science   Chemistry   Microbiology	3Years	10+2
2	Master of Science in Bio-technology   Animation Statistics   Information Technology   Physics Microbiology   Nanotechnology   Bioinformatics Geo-	2Years	B.Sc in relevant Subject
3	M.Phil	1 Year	M.Sc in relevant Subject
4	Ph.D	3 year ( as per UGC Norms)	M.Sc in relevant Subject

**Note:**  
Degrees Offered  
By UGC Approved  
Universities Are  
Recognized For  
Government Jobs All  
Over INDIA

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**Offers Courses In**  
**Computer Science & Engineering Stream**

Sr.No	Course	Duration	Eligibility
1	B.C.A	3 Years	10+2 in any stream
2	M.C.A	3 Years	Graduation in any Stream
3	M.Sc (Computer Science)	2 Years	Graduation in any Stream
4	P.G.D.C.A	1 Year	Graduation in any Stream
5	M.Phil	1 Year	M.C.A./ M.Sc. in Computer Science or other relevant subject
6	Ph.D	3 Years ( as per UGC Norms)	M.C.A./ M.Sc. in Computer Science or other relevant subject

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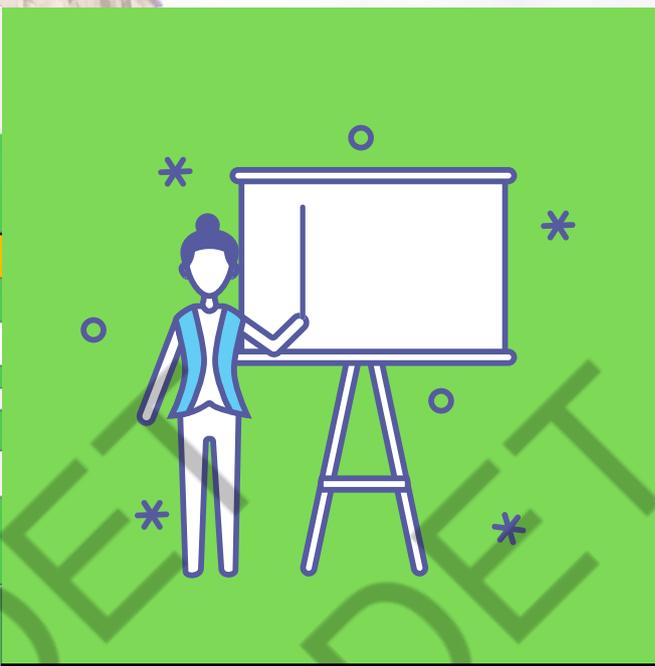
**Offers Courses In**  
**Teacher Education**

Sr.No	Course	Duration	Eligibility
1	B.A., B.Ed.	5 Years	10+2 in any Stream
2	B.Com, B.Ed.	5 Years	10+2 in any Stream
3	B.Sc., B.Ed	5 Years	10+2 in any Stream
4	M.Ed.	1Year	B.Ed.
5	M.A Education	2 Years	Graduation in Any Discipline
6	M.Phil	1Year	Master's Degree in relevant Subject
7	Ph.D	3 year (as per UGC Norms)	Master's Degree in relevant Subject

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**Offers Courses In**  
**Management Studies**

Sr.No	Course	Duration	Eligibility
1	Bachelor of Business Administration (B.B.A)	3Years	10+2 in any Stream
2	B.B.A in Hospitality & Hotel Management / Retail Operations	3Years	10+2 in any Stream
3	BBA (Marketing / Finance / IT / Operations / Hospital Administration)	3Years	Graduation in any Stream
4	M.B.A (Executive)	1Year	Diploma in Engineering with 3 Years of Work Experience / Graduation
5	M.Phil	1Year	Master's Degree in relevant Stream
6	Ph.d	3 year (as per UGC Norms)	

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**Offers Courses In Social Science & Media Studies**

Sr.No	Course	Duration	Eligibility
1	Bachelor of Arts in History   Political Science   Social Work   Film & Television   Journalism & Mass Communication   Media Management Economics   Airlines Management   Tourism & Travel Management   English   Education	3Years	10+2
2	Master of Arts in History   Social Work   Political Science   Journalism & Mass Communication   Rural Development   Film & Television   English   Media Management   Tourism & Travel Management   Education	2Years	Graduation Level
3	M.Phil	1 Year	Master's Degree
4	Ph.D	3 year (as per UGC Norms)	Master's Degree

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**Offers Courses In Commerce & Business**

Sr.No	Course	Duration	Eligibility
1	Bachelor of Commerce - B.Com. (Hons) In Accountancy   Taxation   Banking and Insurance	3Years	10+2 in any Stream
2	Master of Commerce In Advanced Accountancy Taxation   Finance & Control   Banking and Insurance	2Years	B.Com
3	M.Phil	1Year	Master's Degree In Management/ Commerce & Other Relevant Subject
4	Ph.D	3 years (as per UGC Norms)	Master's Degree In Management/ Commerce & Other Relevant Subject

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**Offers Courses In**  
**Library & Information Science**

Sr.No	Course	Duration	Eligibility
1	Bachelor of Library & Information Sciences (B.Lib)	1Year	Graduation
2	Master in Library Information Sciences (M.Lib)	1Year	B.Lib
3	M.Phil	1Year	M.Lib
4	Ph.D	3 years ( as per UGC Norms)	M.Lib



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**Offers Courses In**  
**ENGINEERING & TECHNOLOGY**

Sr.No	Course	Duration	Eligibility
1	Bachelor of Mechanical / Civil / Electrical / Electronics and Communication / Information Technology / Automobile / Robotics / Aeronautical / Aerospace / Instrumentation / Industrial Engineering / Mechanical Engineering / Computer Science and Engineering / Information Technology / Civil Engineering / Biotechnology / Automobile / Applied Electronics and Engineering / Chemical / Metallurgical / Mining	3Years	10+2 with Maths as compulsory Subject
2	Bachelor of Technology in Electronics and Communication Engineering / Electrical Engineering / Mechanical Engineering / Computer Science and Engineering / Information Technology / Civil Engineering / Biotechnology / Automobile / Applied Electronics and Engineering / Chemical / Metallurgical / Mining	3Years	10+2 with Maths as compulsory Subject
3	M.Phil	1 Year	M.Tech in relevant Branch
4	Ph.D	3 years ( as per UGC Norms)	M.Tech in relevant Branch

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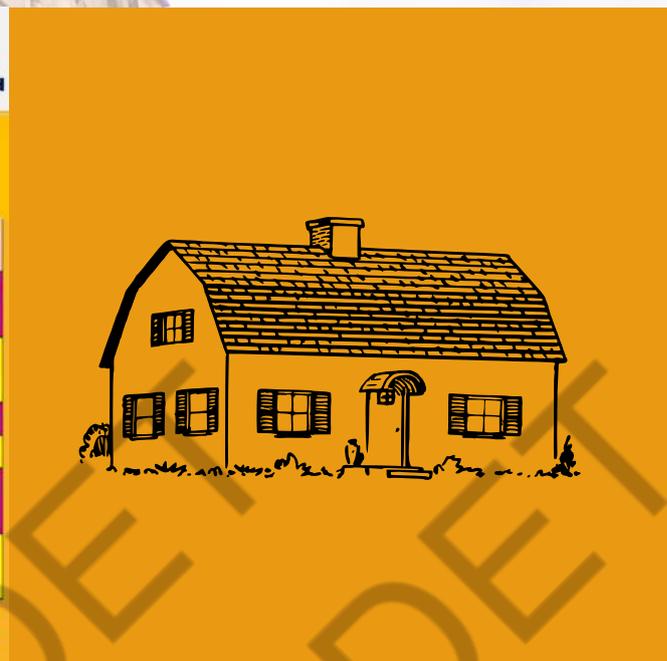


**Offers Courses In  
ARCHITECTURE & DESIGN**

Sr. No	Course	Duration	Eligibility
1	B. Architecture	5 Years	10+2 with Math and Physics as Compulsory Subjects
2	B.Design	4 Years	10+2 with Math and Physics as Compulsory Subjects
3	M.Architecture	2 Years	B.Architecture/ B.Design
4	M.Design	2 Years	B.Architecture/ B.Design
5	M.Phil	1 Year	Post Graduation in relevant Subject
6	Ph.D	3 year ( as per UGC Norms)	Post Graduation in relevant Subject

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**Offers Courses In  
PHARMACY**

Sr. No	Course	Duration	Eligibility
1	Diploma in Pharmacy	2 years	10+2 with Biology
2	B. Pharmacy <sup>o</sup>	4 years	10+2 with Biology
3	M. Pharmacy	2 years	B. Pharmacy
4	M.Phil.	1 Year	M. Pharmacy or any relevant Degree
5	Ph.D.	3 year ( as per UGC Norms)	M. Pharmacy or any relevant Degree AS PER UGC NORMS

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**Offers Courses In**  
**Hotel Management & Catering Technology**

Sr. No	Course	Duration	Eligibility
1	B.H.M.C.T	4 Years	10+2 in any Stream
2	M.H.M.C.T	2 Years	B.H.M.C.T or Equivalent
3	M.Phil	1 Year	Post Graduation in relevant Stream
4	Ph.D	3 Years	Post Graduation in relevant Stream

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**Offers Courses In**  
**ARTS & CRAFTS**

Sr. No	Course	Duration	Eligibility
1	B.A (Fine Arts)	3Years	10+2 in any Stream
2	B.A (Interior Design)	3Years	10+2 in any Stream
3	B.A (Fashion Design)	3Years	10+2 in any Stream
4	M.A (Fine Arts)	2 Years	Graduation in relevant Subject
5	M.Phil	1 Year	M.A
6	Ph.D	3 year ( as per UGC Norms)	M.A

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### Offers Courses in Allied Health Sciences

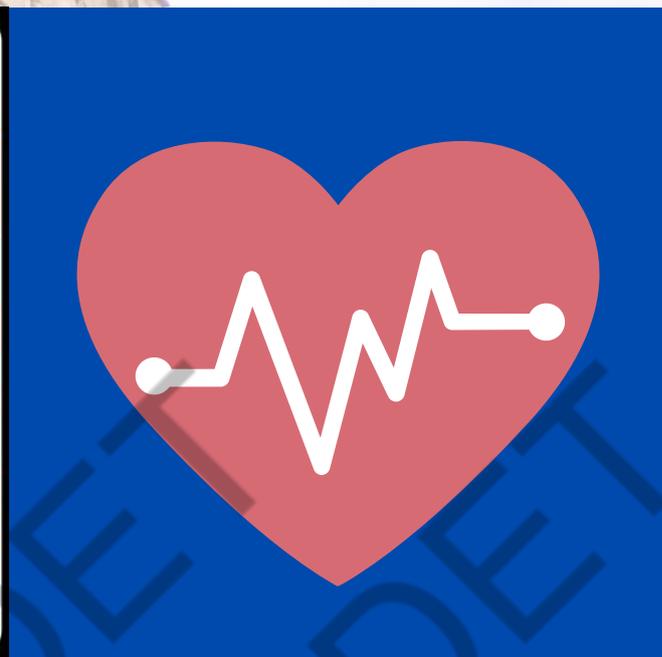


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Sl. No.	Course	Duration	Eligibility
1	B.Sc. in Physiotherapy (Hons.)	3 Years	10+2 with Biology
2	B.Sc. in Dental Technology	3 Years	10+2 in the equivalent
3	B.Sc. in Pharmacy	3 Years	10+2 in the equivalent
4	B.Sc. in Medical Lab Technology	3 Years	10+2 in the equivalent
5	B.Sc. in Health Information Management	3 Years	10+2 in the equivalent
6	B.Sc. in Health Care Management	3 Years	10+2 in the equivalent
7	B.Sc. in Health Education	3 Years	10+2 in the equivalent
8	B.Sc. in Health Services Administration	3 Years	10+2 in the equivalent
9	B.Sc. in Health Care Quality Management	3 Years	10+2 in the equivalent
10	B.Sc. in Health Care Research	3 Years	10+2 in the equivalent



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### Offers Courses In LAW



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Sl. No.	Course	Duration	Eligibility
1	B.A.   LL.B	5 Years	10+2 in any Stream
2	B.B.A.   LL.B	5 Years	10+2 in any Stream
3	B.Com.   LL.B	5 Years	10+2 in any Stream
4	LL.B	3 Years	Graduation in any discipline
5	LL.M	2 Years	Graduation in any discipline
6	M.Phil	1 Year	Master's Degree in relevant Subject
7	Ph.D	Duration 3 year (as per UGC norms)	Master's Degree in relevant Subject

# month in Review

- September the month of saluting & showing gratitude to our teachers. IISDET celebrated Teachers Day online along with students & all IISDET associates.
- IISDET believes that “IF THERE WERE NO TEACHERS , NO OTHER PROFESSION WOULD EVER EXIST”
- Let us Hark back to  
“ONE BOOK  
ONE PEN  
ONE CHILD  
ONE TEACHER  
CAN CHANGE THE WORLD”
- IISDET is a Hub of various educational courses , so we have a pool of Teachers who shape & sharpen the skills of students to gain fruitful employment.
- IISDET works on strategy of minimizing the GAP between DEMAND & SUPPLY. now seeing the current scenario of COVID 19 PANDEMIC, a large amount of Vacuum is created for paramedical persons in healthcare sector. IISDET Has Successfully Launched The Campaign Of Registering Various Organisation On Apprenticeship Portal And Explained Them The Importance Of Hiring Apprentice. IISDET Has Successfully Registered About 85 Hospitals from different parts of country Who Are Interested In Hiring Students Of General Nursing And Midwifery Assistant Course.
- About 1578 Vacancies Are Available For General Nursing And Midwifery Assistant Candidates On Apprenticeship (Government) Portal.
- We Have Also Successfully Registered 542 Number Of Candidates For General Nursing & Midwifery Assistant Opportunity.
- IISDET Has Successfully Trained Counsellor For Spreading Awareness For Opening GNM Assistant Course Centres Throughout India. Thus Creating A Pool Of Learning Institutes Who Will Be Able To Generate Paramedical Staff ( In The Form Of General Nursing And Midwifery Assistant Candidates) & Will Contribute Government In Providing Manpower To Fight The Pandemic.
- IISDET Has Also Taken Demo Lectures For Students Pan India To Understand The Mechanism Of Online Learning And Had Created Interest Among Youth To Be A Part Of COVID Warrior To Fight This Pandemic By Either Enrolling Themselves As A Student For General Nursing And Midwifery Assistant Course.
- IISDET is striving hard for giving financial independence to the youth by focusing on vocational & skill education.
- IISDET pivots delivering education in learn & earn module which helps to sow the seeds for “ value of money “ in minds of our youth.
- Dr.Hemlata, ( Founder Director – IISDET) has been appointed as an Executive member for drafting syllabus for MSBVE(Maharashtra state board of vocational education). In this month MSBVE has approved 2 syllabus drafted by Dr. Hemlata.
  - 1) GNM Assistant Course(One Year After std 10th)
  - 2) Health & Sanitation Officer (HSO) (Six Months After Graduation)
- Both this course have high employability potentials.
- IISDET works on strategy of minimising the GAP between DEMAND & SUPPLY. now seeing the current scenario of COVID 19 PANDEMIC, a large amount of Vacuum is created for paramedical persons in healthcare sector. IISDET Has Successfully Launched The Campaign Of Registering Various Organisation On Apprenticeship Portal And Explained Them The Importance Of Hiring Apprentice. IISDET Has Successfully Registered About 85 Hospitals from different parts of country Who Are Interested In Hiring Students Of General Nursing And Midwifery Assistant Course.
- About 1210 Vacancies Are Available For General Nursing And Midwifery Assistant Candidates On Apprenticeship (Government) Portal.
- We Have Also Successfully Registered 310 Number Of Candidates For General Nursing & Midwifery Assistant Opportunity.
- IISDET Has Successfully Trained Counsellors For Spreading Awareness For Opening GNM Assistant Course Centres Throughout India. Thus Creating A Pool Of Learning Institutes Who Will Be Able To Generate Paramedical Staff ( In The Form Of General Nursing And Midwifery Assistant Candidates) & Health & Sanitation Officer Will Contribute Government In Providing Manpower To Fight The Pandemic.
- IISDET Has Also Taken Demo Lectures For Students Pan India To Understand The Mechanism Of Online Learning And Had Created Interest Among Youth To Be A Part Of COVID Warrior To Fight This Pandemic By Either Enrolling Themselves As A Student For General Nursing And Midwifery Assistant Course.

# ***Director of Month***



**MR. Akash N Hegde**

**DIRECTOR, Sirsi,  
Uttarakannada**

## ***ROCKING STAR'S OF IISDET***



**MS. SHWETA VISPUTE**

# ***OUR CORE TEAM***



**DR. VASANT JADHAV**  
**FOUNDER, CHAIRPERSON**



**DR. HEMLATA JADHAV**  
**FOUNDER, DIRECTOR**



**MR. AAYUSH JADHAV**  
**CEO**



**MR. VAIBHAV SISODE**  
**DOA**



**MR. GANESH KADAM**  
**BDO**



**MR. RAJRATNA ALONE**  
**CMO**

# **OUR STATE DIRECTORS TEAM**



**MR. RAGHUNATH MADDIKERI**  
**DIRECTOR, KARNATAKA**



**MR. RAJ VERMA**  
**DIRECTOR, JHARKHAND**



**MR. SABARIGIRI VARADHA**  
**DIRECTOR, TELANGANA**



**MR. SHIBU**  
**DIRECTOR, TAMILNADU**



**MR. SABARIGIRI VARADHA**  
**DIRECTOR, GOA**



**MR. RAKESH KUMAR**  
**DIRECTOR, BIHAR**



**MR. SABARIGIRI VARADHA**  
**DIRECTOR, ANDHRA PRADESH**



**DR. SWAMI ALONE**  
**DIRECTOR, CHATTISGARH**



**MR. MAHENDRA AGARWAL**  
**DIRECTOR, WEST BENGAL**



**MR. SABARIGIRI VARADHA**  
**DIRECTOR, DELHI**

# **OUR DISTRICT DIRECTORS TEAM**



**MR. DNYANESHWAR PATIL**  
DIRECTOR, THANE  
(RURAL), MH



**MS. HEMANGINI BISWAS**  
DIRECTOR, CHANDRAPUR,  
MH



**MR. MADAN MOHAN**  
DIRECTOR, HOSUR, TN



**MR. MAHESH  
BORHADE**  
DIRECTOR, PUNE, MH



**MR. SANDIP TODKAR**  
DIRECTOR, KOLHAPUR,  
MH



**MR. SANTOSH  
DHANASHRI**  
DIRECTOR, LATUR, MH



**MS. NIVEDITA MUKHERJI**  
DIRECTOR, THANE (CITY),  
MH



**MR. V RAMPRASAD REDDY**  
DIRECTOR, WEST GODAVARI,  
AP



**MS. SUPRIYA JEDHE**  
DIRECTOR, RAIGADH,  
MH



**MS. ANURADHA SADASHIVAN**  
DIRECTOR,  
VISHAKAPATNAM, AP

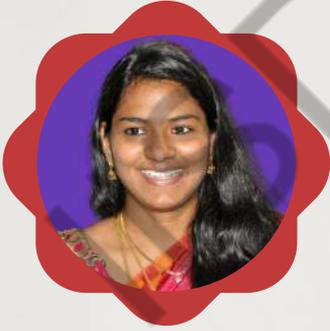


**MS. T RAMADEVI**  
DIRECTOR, VIJAYWADA,  
AP



**MS. RUPALI MADDIKERI**  
DIRECTOR, DHARWAD, KA

# **OUR DISTRICT DIRECTORS TEAM**



**MS. PRIYADARSHINI S**  
**DIRECTOR, MEDHCHAL**  
**MALKAGIRI**



**MR. PRASAD RAO**  
**DIRECTOR,**  
**HYDERABAD**



**MS. MANIKYAM**  
**DIRECTOR, SOUTH GOA**



**MS. SIRISHA S**  
**DIRECTOR, RANGA**  
**REDDY, TL**



**MS. T SRI HARINI**  
**DIRECTOR, EAST**  
**GODAVARI, AP**



**MR. GOVINDA HEBASURA**  
**DIRECTOR, BELGAUM, KA**



**MR. PRAVEEN BASAVARAJ**  
**DIRECTOR, BAGALKOT,**  
**KA**



**MR. SUNDEEP SHABAD**  
**DIRECTOR, NORTH**  
**GOA**



**MR. SANJAY KUMAR**  
**DIRECTOR, RANCHI, JH**



**MR. SAPANA BAPAT**  
**DIRECTOR, AKURDI**



**MR. MOHAMMAD SHADATH**  
**NM**  
**DIRECTOR, MANGALORE, KA**



**MS. V UMA SHANTI**  
**DIRECTOR, BENGALURU/**  
**BANGLORE**

# ***OUR DISTRICT DIRECTORS TEAM***



**MR. Akash N Hegde**  
**DIRECTOR, Sirsi,**  
**Uttarakannada**



**MR. Hassan Shabeer**  
**DIRECTOR, Shimoga,**  
**Karnataka**



**MR. Pradeep Kumar**  
**Singh**  
**DIRECTOR, Moradabad,**  
**Uttar Pradesh**



**MR. Satyendra Kumar**  
**Sharma DIRECTOR,**  
**Chapra , Bihar**

# ***OUR IISDET COUNSELLOR'S***



**MS. KRUTIKA POSTURE**



**MR. ROHIT KAMBLE**



**MS. PRIYA SINGH**



**MR. RAGHAVENDRA RAO**



**MS. SUMITRA HADWALE**



**MS. JYOTSNA**



**MS. JEENAL GHADIYAL**



**MS. KHUSHBOO GUPTA**



**MS. POOJA NIRBHAVNE**



**MS. PRIYA FERNANDES**



**MS. AMBIKA KRISHNAN**



**MS. PRIYANKA  
GHATVISAVE**

# **OUR IISDET COUNSELLOR'S**



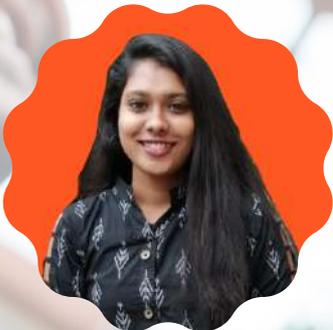
**MS. SHYAMALA  
RAMKUMAR**



**MS. VINITA KUMAWAT**



**MS. DEEPSHIKA  
CHELLAMUTHU**



**MS. PAVITRA**



**MS. LAKSHMI  
PEETHAMBARAN**



**MS. DEEPA**



**MS. ANUSHA**



**MR. YOGESH KUMAR**





**Dr. Vasant Jadhav**

Founder, Chairperson,  
IISDET

# व्यावसायिक शिक्षा



व्यावसायिक शिक्षा कार्यक्रम व्यक्ति को वास्तविक कार्य स्थिति के अनुकूल रहने और अपने समाज के विकास में योगदान देने के लिए आवश्यक उपकरण के रूप में उपयुक्त कौशल, क्षमताओं और दक्षताओं के अधिग्रहण पर ध्यान केंद्रित करते हैं।

यह सभी युवाओं को स्कूल के बाद बहुत सारे अवसरों के लिए अपने संक्रमण को बढ़ाकर अपने भविष्य को सुरक्षित करने का आश्वासन देता है। व्यावसायिक शिक्षा को शिक्षा के एक पहलू के रूप में देखा जा सकता है जो तकनीकी समस्याओं के समाधान में व्यावहारिक और व्यावहारिक कौशल के अधिग्रहण में वैज्ञानिक ज्ञान का उपयोग करता है।

यह अर्थशास्त्र और सामाजिक जीवन के विभिन्न कारकों में व्यवसायों से संबंधित दृष्टिकोण, ज्ञान, योग्यता प्राप्त करने की प्रक्रिया है। यह भी शिक्षा के रूप में वर्णित किया गया है जो छात्रों को मुख्य रूप से जोड़तोड़ कौशल की आवश्यकता वाले व्यवसायों के लिए तैयार करता है और उपयोगी और उत्पादक आधार के लिए आवश्यक कौशल, क्षमताओं, समझ, दृष्टिकोण और कार्य आदतों को विकसित करने के लिए डिज़ाइन किया गया है। यह अपने प्राप्तकर्ताओं और महत्वपूर्ण व्यावहारिक कौशल विकास कार्यक्रम के लिए रोजगार प्रदान कर सकता है, जो कि प्रशिक्षण योग्य गुणों वाले व्यक्तियों को कौशल से लैस करने के लिए डिज़ाइन किया गया है, जो कि उद्योगों में श्रम के नियोक्ता चाहते हैं, वास्तव में, इसे तकनीकी विकास के लिए लॉन्चिंग पैड के रूप में माना जाता है।



व्यावसायिक शिक्षा के लाभ

- व्यावसायिक शिक्षा लोगों को उनकी नौकरियों के बेहतर प्रदर्शन में मदद करती है क्योंकि वे एक महान सीखने का अनुभव प्राप्त करते हैं। काम करने वाले पेशेवरों को पैसा बनाते समय अपने कौशल को सुधारने का मौका मिलता है।
- VE एक प्रकार का परिचय है क्योंकि यह कर्मचारियों को कार्यस्थल के लिए तैयार करता है जो विभिन्न कार्यों को करते समय काम आता है।
- यह जो कौशल प्रदान करता है उसकी प्रकृति के कारण, एक छात्र अकादमिक शिक्षा की तुलना में इसे व्यर्थता नहीं मानता है।
- व्यावसायिक शिक्षा वह शब्द है, जिससे यह पता चलता है कि छात्र विशेष हैं और इसलिए उनके पास दूसरों की तुलना में रोजगार की अधिक संभावना है।
- कई छात्र जो दुविधा में हैं कि उन्हें कॉलेज में भाग लेना चाहिए या नहीं, वीई वास्तव में एक पूरी तरह से नया द्वार खोलता है।
- यह एक व्यक्ति को एक जिम्मेदार और स्वतंत्र बनाता है जबकि नियमित पाठ्यक्रम का अध्ययन करने वालों को इस क्षेत्र में कमी है।
- अपनी खुद की पसंद का कैरियर इस शिक्षा के प्रमुख लाभों में से एक है, बहुत सारे लोग गलत तरीके से पकड़े जाते हैं क्योंकि वे इसमें नौकरी, पैसे की कमी के लिए थे, वैकल्पिक और पेशेवर समझौता नहीं करते थे, जबकि एक व्यक्ति का पीछा VE पहले से ही अपने सपनों की नौकरी कर रहा है।
- इस प्रकार की शिक्षा अर्थव्यवस्था की एक बड़ी संपत्ति है। हमारी सरकार को उच्च वेतन पर विदेशी तकनीशियन आयात करने की आवश्यकता नहीं है क्योंकि हमारे अपने आवश्यक काम कर सकते हैं।
- व्यावसायिक शिक्षा से प्राप्त कुछ व्यावसायिक कौशल छात्रों को मैनुअल काम के महत्व को सिखाते हैं। कुछ नौकरियों के तहत किए गए शारीरिक श्रम उन्हें मजबूत, स्वस्थ, सक्रिय बनाते हैं।

- दुनिया भर में व्यावसायिक कौशल की बड़ी संख्या लागू है और ये विदेशों में रोजगार के अवसर पैदा करते हैं।
- व्यावसायिक शिक्षा अत्यधिक कुशल श्रमिकों के साथ मांग और आपूर्ति के अंतर को कम करके अर्थव्यवस्था का विकास करती है। यह छात्रों को कक्षा से विपणन योग्य कौशल सीधे कार्यशील दुनिया में ले जाने का अवसर भी देता है।
- बेहतर व्यावसायिक शिक्षा भी विदेशी निवेश और विदेशी मुद्रा को विदेशी कामकाजी मंच के रूप में आकर्षित करती है।
- स्कूल छोड़ने वाले और वयस्क भी इस प्रकार की शिक्षा प्राप्त कर सकते हैं क्योंकि यह एक कौशल और व्यापार सीखने का अवसर प्रदान करता है। कई अच्छी तरह से भुगतान करियर क्षेत्र हैं जिसमें कॉलेज की डिग्री की आवश्यकता नहीं होती है।
- एक अन्य लाभ यह है कि हाथों पर काम की गतिविधियों से अर्जित ज्ञान के प्रत्यक्ष आवेदन की अनुमति मिलती है।
- यह शिक्षा स्थिर नौकरियां प्रदान करती है क्योंकि ये ऐसी नौकरियां हैं जिनकी मांग कभी पूरी नहीं होती है।

व्यावसायिक शिक्षा का अर्थ औपचारिक स्कूली शिक्षा के साथ या बिना, कार्य और मूल्यों के माध्यम से जीवन की गुणवत्ता को बढ़ाने के लिए किसी के व्यवहार को बदलना सीखना है। यदि व्यावसायिक दृष्टिकोण के माध्यम से सीखने से लोगों के स्वरोजगार और आर्थिक उत्पादकता में वृद्धि होती है तो गरीबी के खिलाफ युद्ध को रचनात्मक तरीके से लड़ा और जीता जा सकता है। व्यावसायिक शिक्षा उनके जीवन स्तर में सुधार लाने और उन्हें राष्ट्रीय विकास में भाग लेने में मदद करने के लिए एक महत्वपूर्ण भूमिका निभा सकती है। थाईलैंड, मलेशिया, इंडोनेशिया, फिलीपींस जैसे कई देशों को वोकेशनल एजुकेशन (वीई) के माध्यम से बहुत अधिक आर्थिक लाभ मिला है। इसलिए यह साबित हो गया है कि व्यावसायिक शिक्षा के आर्थिक निहितार्थ कई हैं, विशेष रूप से ऐसे देश के लिए जहां वयस्क निरक्षरों की एक बड़ी आबादी है। इसलिए अब समय आ गया है कि हम गरीबी में कमी में व्यावसायिक शिक्षा की भूमिका का पता लगाएं। हमें गरीबी कम करने में वीई को और अधिक प्रभावी बनाने के उपायों की पहचान करने की भी आवश्यकता है।



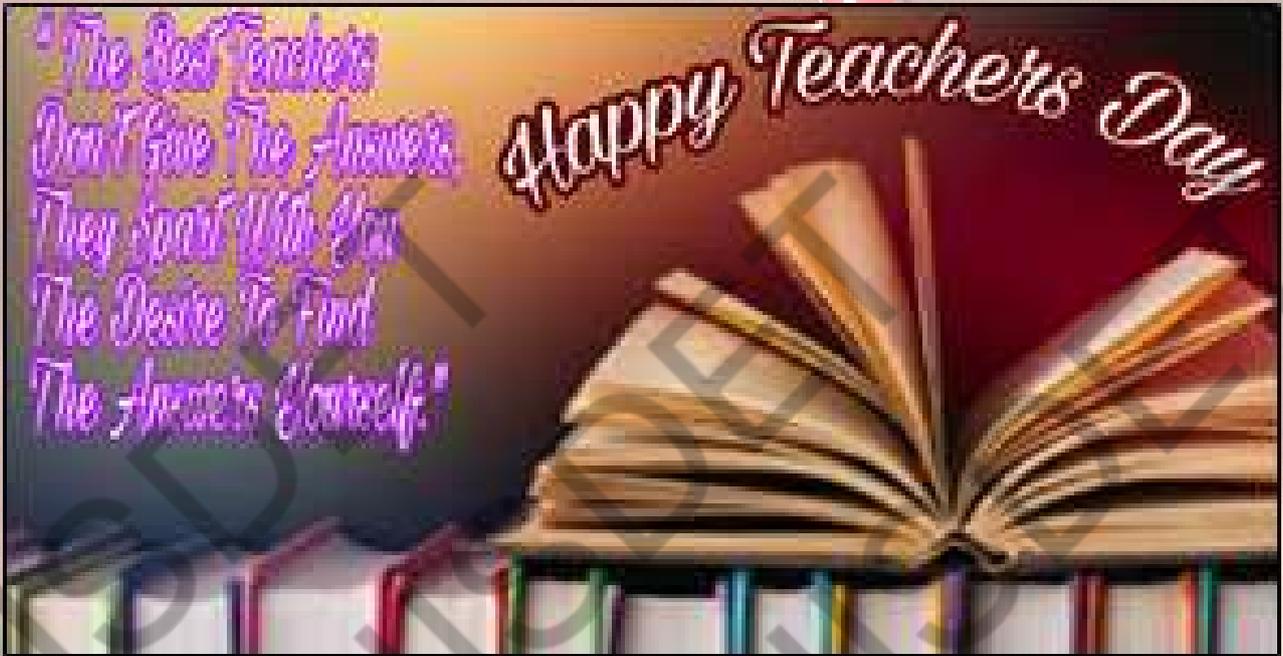


**IISDET Is An Educational Institute  
& The Best Thing We Could Do Is  
Try To Open The Doors For Our  
Students For Successful & Satisfied Life.**



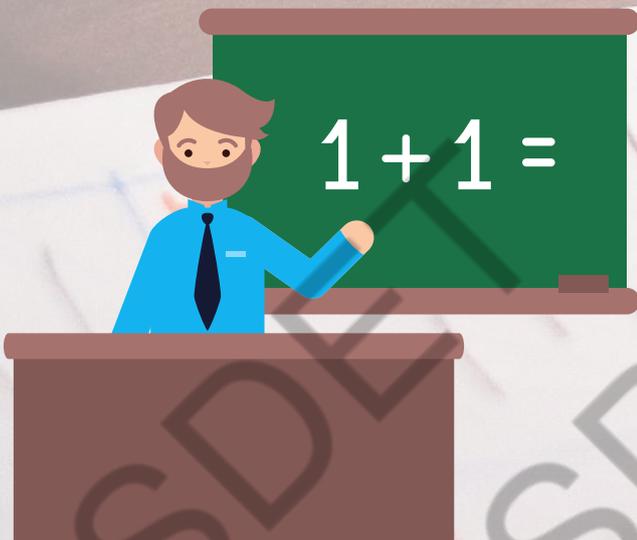
**Dr Hemlata, Founder Director-IISDET : Throws Light On Importance Of Vocational Education**

IISDET is an educational institute, which is a hub of teachers as well as students. So I take great pleasure in wishing all the Teachers & associates of IISDET “ A HAPPY TEACHERS DAY” which was celebrated on 5th of September.



IISDET is the place which provides Education & Education is the key to life.

IISDET is specialised & committed to provide quality vocational education. I will hereby clear your doubts about vocational education.



- **Difference Between Traditional & Vocational Education.**

Vocational or career education programs prepare and train their students in specialized skills for specific career fields using hands-on training. Traditional education programs tend to focus on broader learning opportunities designed to educate students in theory, decision making and conceptualization Vocational courses make student ready for immediate employment.

Vocational education is education that prepares students for work in a specific trade, a craft, as a technician, or in professional vocations such as Nurse, engineering, accountancy, nursing, medicine, architecture, or law.

Vocational Education helps people in the better performance of their jobs as they acquire a great learning experience.

Working professionals get a chance to hone their skills while making money.



According to the Department of Education, technical schools teach the theory and science behind the occupation, while vocational schools take a more hands-on approach to teaching the skills needed to do the job successfully.

- **Meaning Of Vocational Stream**

We define a vocational stream as a set of linked occupations within a broad field of practice, where the focus is on the attributes, knowledge and skills a person requires to work within a broadly defined vocation that combines educational and occupational progression.

Vocational skills, are practical or first hand skills that help a person master a trade or a job.

Often, vocational skills can be obtained through hands-on a job.

- **Methods Of Teaching Vocational Skills.**

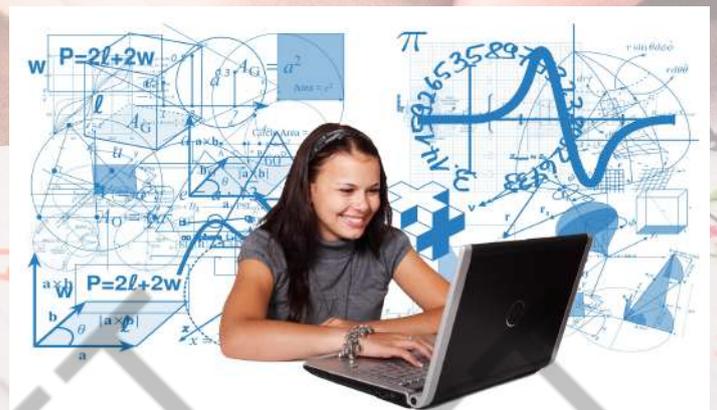
Vocational skills can be taught by providing the students both theoretical and practical experience. Students should also be given industrial experience.

Thus at IISDET we provide vocational education in various streams of education which enables to work skills at workplace & it proves very useful for students to gain fruitful Employment.

- **Advantage Of General Education Over Vocational Education**

Vocational education helps one to showcase their talent in the particular field they are interested ... Let's take an example, that if one is interested in playing cricket he/ she the training from basic to last in playing cricket.

One can also easily get jobs due to their skills and talents





Every Recession has presented numerous challenges for every country, making it difficult for industries to survive and thrive, but they have also ushered an era of opportunities for new-age industries to sprout and shape consumer behaviour for decades. The global recession, induced by COVID-19, will fundamentally change the way humanity works, and socialises, for years to come.

The following three factors will lead the transformation of every industry:



1. **Agility:** Agility will be the single biggest reason why some organizations will tide over this crisis. Agile organizations will use early insights, realign policies and processes, and train their organization workforce to focus on customer challenges. Agility will be about making quick changes by the organization leadership, and communicating the same decisively to the organization, partner ecosystems, and customers. It will be built on insightful planning that sets the playbook of a new execution template that did not exist earlier. This would further bring efficiency and optimization to proactively seize the emerging opportunities, and create meaningful impact for society to prosper.

2. **Digital:** Digital transformation should be aimed at creating holistic capabilities to leverage the possibilities and opportunities that new digital age technology presents.

This will enable to serve the customers better and evolve the business. It will not be about technology adoption, but about evolution of business models, including products, processes and services. It will be about exploring the canvass of opportunities presented by cloud, big data, analytics, AI, IOT, and other emerging realities that are shaping a new wave of customer behaviour. The end goals of business continuity and profitability, stakeholder's value and customer satisfaction will drive this transformation.

3. **Work from Home Culture:**

The "Work from Home" Culture will play a defining role, has the potential to "STOP" this crisis, and is an industry worth trillion of dollars. In many cases, it's priceless.

(S) **Social Distancing:** At the heart of work from home is social distancing, laying the foundational, preventive, cure for every country to limit the exposure and spread of this deadly pandemic. This alone can save the spread of the virus and help keep a check on the health of every individual, organization and the world economy.

(T) **Travel Time:** On an average, every working person travels for about two hours from home to work, and back. Working from home can save every employee over 600 hours of travel time, in a year, translating to 25 days of travel saving money, energy and time.

(O) Occupancy: Every company, big or small can potentially save 50percent and above of office occupancy rental/leased space cost by allowing a sizeable chunk of support functions, and back-end operations, to work from home.

(P) Pollution: Apart from being a leading source of Green House emissions, daily commuting through road and rail transportation is responsible for over 30 percent of particulate emissions, killing millions of people every year due to respiratory illnesses, and wasting billions of dollars in healthcare.



While every industry must find ways to transform, the following industries and sectors are well-poised to leverage opportunities, faster than the others, to create larger employment opportunities. Digital Payments Increased use of smartphones and higher internet penetration will propel this market to growth percentage in strong double-digits. Governments across the globe will continue to take initiatives to promote digital payments. India is set to create many employment opportunities through

Every merchant will move towards digital payment adoption, growing the POS (Point of Sale) and mobile payment technology platforms. Sign up for our exclusive newsletters. Subscribe to check out our popular newsletters.

Cloud Computing Cloud will become the bedrock for every organization in the future.

The post COVID-19-phase will witness exponential growth in cloud computing as it is affordable, easy to use and highly customized to requirements of scalability.

Every industry is likely to move a larger workload of their enterprise applications to cloud. Cloud will simplify the monitoring of resource consumption, and every service delivery will capitalize on this opportunity.

Cloud will also move beyond foundational infrastructure to cover every facet of the organization process, including sales and marketing. Content All major networks and studios will launch their 'direct-to-consumer' streaming services, and content libraries, to attract customers who will grow hungry for consumption.

Content will cover the entire scope of video, music and gaming, and, with 5G support, this industry will witness stratospheric growth. Subscription services will become more promising with the possibilities of having customized and targeted advertising options, and ad-free content.

Healthcare comprising of hospitals, medical equipment, diagnostics, pharmaceuticals, medical tourism and telemedicine is poised for tremendous growth. This sector will certainly benefit a lot from schemes like PMJAY, and other health care expenditures, by the government.



Digital health will impact the entire value chain – from testing, medicines, and health cards, to telemedicine. Many disruptions being marred by medico-legal concerns, doctors' accessibility, data base and licensing concerns, will be resolved to create a "24-Hour medical assistance available" country.

**Cyber Security :** This will be at the centre of the new era as every industry will adopt digital transformation. The development of safe, and secure payment gateways, and security walls will drive this market growth. It will involve the use of blockchain, application program interface (API), and other advancements to arrest the occurrence of cybercrimes and financial fraud.

**Ecommerce:** The future of e-commerce will be exciting: a lot of new categories will join the basket of ecommerce, making every product, or service, available online.

The growth will be higher in emerging economies with the rise of internet penetration and data speeds. It is undeniable that post-COVID-19, the ecommerce growth rate will outpace earlier levels. Ecommerce will expand from B2C, to B2B, for companies to buy products and services for their workforce.

**Online Education:** Education will dramatically be affected post COVID-19 as it will embrace the digital world in the fastest, and largest scale. Educational Institutions will come of age, and traditional teaching standards will become a thing of the past. The impact will be seen from pre-school to higher education, offering flexibility of learning to students, and flexibility of teaching to teachers. The cost of education will become cheaper and accessible to a larger section of the society. Insurance This industry will become relevant and important as the society will become more conscious about health, natural calamities, epidemics, and need for social security.



Insurance companies will be seen as service providers, as opposed to entities that issue insurance policies.

Individuals will realize the societal value, and importance, of insurance against unexpected events for health, bankruptcy, retirement, and overall protection for their homes and families. Post COVID-19, it will have utility value.

**Logistics** Most Industries and companies are built around delivery models, and post COVID-19 uncertainties will bring a larger demand for this industry as the dimensions of distribution will expand. Increased efforts to promote self-sufficiency will lead to expansion between regions and territories. Hyper-Local expansion with a stronger emergence of e-commerce players across multiple categories will play a pivotal role. The future of logistics will be paved with high technology adoption and transportation additions would reduce cost, time and waste.

**Robotics :** Robotics will move at a very fast pace, and industries will benefit from its application in fields which are currently considered non-practical. Progressive industries and organizations will test and validate the implementation of robotics for public and personal uses. This will result in the expansion at a large-scale level – from security with the usage of drones, to manufacturing plants for precision activities, and in medical science for risk aversion.

**Agriculture:** Apart from traditional farming, Garden farming, terrace garden, Hydroponics, Aqua ponics farming will have a Golden Age. Organic Farming will be in High Demand.





# Safety in hospitals



Fire Safety Consists of Electrical Safety Life Safety & Environmental Safety Personal Safety /Security.

Every hospital has a specific fire safety plan in the event of a fire emergency. Buildings are designed with fire safety in mind.

Fire/Smoke walls help contain smoke into compartments. Fire Doors shut automatically when smoke alarms are activated and also help to contain fire.

Corridors are designed to give a safe way to exit the building.

Every hospital has a code name for a fire emergency code name for a fire emergency. It is important to be familiar with all the emergency codes for each hospital. Fire drills are performed periodically to test all the systems involved in the fire safety program.

Fire Safety Equipment: Fire alarm pulls stations near exits and stairwells. When a fire alarm pull station is activated the fire alarm will sound. Fire doors will close .strobe lights are activated .

All hospital equipment is maintained by the hospital's maintenance department. To avoid patient harm, suspected problems with equipment should always be reported.

The Occupational Safety and Health Administration (OSHA) has issued a Hazard Communication Standard which provides all employees access to information regarding hazardous chemicals.

Hospitals are required to provide staff with information regarding hazardous chemicals used within the facility and instructions for handling, disposal and clean-up of these chemicals.

All of this information can be found in the Material Safety Data Sheets (MSDS) kept in every department.

Hospitals are challenged with maintaining a safe building and environment. Hazardous construction areas are clearly marked and signage should be followed and respected at all times. Stay clear of construction areas.

Hospital security staff has the responsibility to protect staff, patients, visitors & property. Maintaining Hospital Safety is a shared responsibility between all healthcare workers, staff, students & volunteers.





**Mr. Raj Verma**

Jharkhand State  
Director, IISDET

# Positive Attitude



A motivational Speaker walked around on a stage while teaching stress management principles to an auditorium filled with audience. As he raised a glass of water, everyone expected they'd be asked the typical "glass half empty or glass half full" question.

Instead, with a smile on his face, the professor asked, "How heavy is this glass of water I'm holding?"

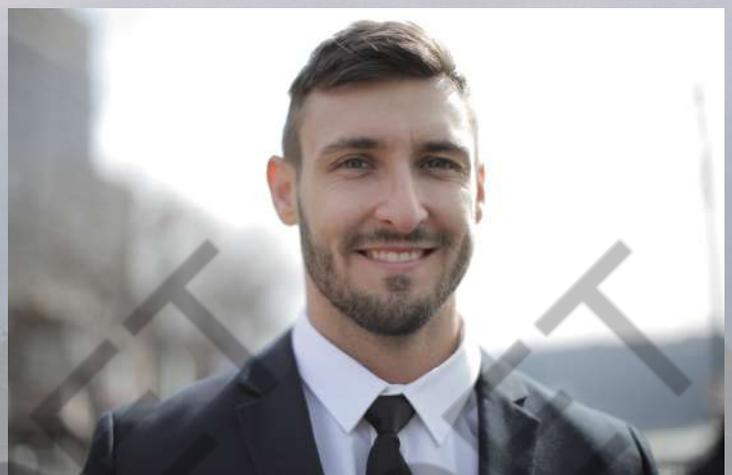
Everyone shouted out answers ranging from 100 grams to 200 grams

He replied, "From my perspective, the absolute weight of this glass doesn't matter. It all depends on how long I hold it. If I hold it for a minute or two, it's fairly light. If I hold it for an hour straight, its weight might make my arm ache a little. If I hold it for a day straight, my arm will likely cramp up and feel completely numb and paralyzed, forcing me to drop the glass to the floor. In each case, the weight of the glass doesn't change, but the longer I hold it, the heavier it feels to me."

As the auditorium shook their heads in agreement, He continued, "Your stresses and worries in life are very much like this glass of water. Think about them for a while and nothing happens. Think about them a bit longer and you begin to ache a little. Think about them all day long, and you will feel completely numb and paralyzed – incapable of doing anything else until you drop them."

The moral: It's important to remember to let go of your stresses and worries. No matter what happens during the day, as early in the evening as you can, put all your burdens down. Don't carry them through the night and into the next day with you. If you still feel the weight of yesterday's stress, it's a strong sign that it's time to put the glass down.

POSITIVE  
VIBES





## How & What Effective Leadership & Overriding Business Strategies can take us through this COVID-19 Crisis



“We are completely blank about the future for the simple reason that business is yet to get momentum.”  
- Bloomberg

For many businesses, the COVID-19 crisis has brought to the forefront many huge unpredictable glaring issues in their business models and operational efficiency. When the year 2020 began, the world was least prepared for a Black Swan event that first hit China and then, the rest of the world. In just a few months, the COVID-19 virus has traveled the world, leading to a massive disruption to global production, economy, investments, financial markets, and people’s lives.

What is the Black Swan event? And what’s the big deal about it?

A black swan is an unpredictable event that is beyond what is normally expected of a situation and has potentially severe consequences. Black swan events are characterized by their extreme rarity, severe impact, and the widespread insistence they were obvious in hindsight. COVID-19 is one such Black Swan event that we are witnessing in our lifetime which probably can only be explained by the observers after the fact and speculate as to how it could have been predicted.



Nassim Nicholas Taleb, a finance professor, writer, and former Wall Street trader who coined the term ‘Black Swan’ in his 2007 book argues that because black swan events are impossible to predict due to their extreme rarity, yet have catastrophic consequences, it is important for people to always assume a black swan event is a possibility, whatever it may be, and to try to plan accordingly. Some believe that diversification may offer some protection when a black swan event does occur.

Taleb describes a black swan as an event that

1) is so rare that even the possibility that it might occur is unknown,  
2) has a catastrophic impact when it does occur, and  
3) is explained in hindsight as if it were actually predictable. Below are a few more takeaways from his book:

- A black swan is an extremely rare event with severe consequences. It cannot be predicted beforehand, though, after the fact, many falsely claim it should have been predictable.
- Black swan events can cause catastrophic damage to an economy by negatively impacting markets and investments, but even the use of robust modeling cannot prevent a black swan event.
- Reliance on standard forecasting tools can both fail to predict and potentially increase vulnerability to black swans by propagating risk and offering false security.

In India, the current Black Swan event (the pandemic) has presented new and significant downside risks to the economy. While there is very little visibility on the longevity of the pandemic and its unprecedented impact on the economy, companies can turn this crisis into an opportunity with effective leadership and through their prudent strategies and planning.

Now, as governments begin tentatively easing restrictions, companies need to turn to other issues. The first is operational: how to prepare the organisation for the return to work in this 'new normal.' Although this will be a new and difficult challenge, it should be resolvable in the near term with an effective leadership steering this around. The other, and in many ways trickier, thing a company needs to do is to determine what the mid- to longterm implications of the crisis are and how should they respond strategically.

Having said that, there's a silver lining in this time of crisis, an offering that we can learn from the previous such Black Swan events that have brought the wrath upon our beings us leaving vital lessons which we all humans can keep the positive hope for a brighter tomorrow. Let us look at what are these lessons that our leaders have learnt (especially by the world's big strategic consulting firms like PwC, E&Y, McKinsey and the top brains of Harvard, Wharton & INSEAD) and what we can learn and implement from those valuable lessons to come out as a powerful force to reckon with. In this article, we will look into how and what are the effective leadership qualities and business strategies that can take us through this crisis stronger than before;

Elevating Proactive Leadership in Crisis: The value of 'deliberate calm' and 'bounded optimism'

"Effective leaders see crisis response not as an interruption in their stewardship of a company, but as the test of that stewardship."

- H F Garcia



In his well written Editor's Letter article by Helio Fred Garcia, in Effective leadership response to crisis on Strategy & Leadership says that in routine emergencies, any typical company can rely on its command-and-control structure to manage operations well by carrying out a scripted response. But crises characterised by uncertainty, leaders face problems that are unfamiliar and poorly understood. Quick decision making is one of the key quality here so that accountability is clear and decisions and implementations are made by appropriate people different levels without having to gain approval. The onus of creating such an architecture relies solely on the senior executives of the company.

Also, in routine emergencies, the experience is perhaps the most valuable quality that leaders bring. But in novel, landscape-scale-crises, the character is of the utmost importance. Crisis-response leaders must be able to unity teams behind a single purpose and frame questions for them to investigate. Two important qualities of leaders that stand out tall in such situations are deliberate calm and bounded optimism or confidence combined with realism.

Deliberate calm is the ability to detach from a fraught situation and think clearly about how one will navigate it. Deliberate calm is most often found in well-grounded individuals who possess humility but not helplessness. Deliberate calm is one such quality that our ex-captain cool Mahendra Singh Dhoni is attributed to in the cricketing world that which has brought so many laurels to him throughout his career and to our nation. Bounded optimism or confidence with realism is not only a more effective way for leaders to project confidence in a tough situation but also show the team that they recognise the crisis's uncertainty and have begun to grapple with it by collecting more information. When the crisis has passed, their optimism will be more beneficial (and can be far less bounded).





A crisis involves many unknowns and surprises, facts may not become clear within the necessary decision making time frame. Waiting for a full set of facts to emerge before determining what to do is another common mistake that leaders make during crises. Also, in such a scenario the leaders should not resort to using their gut or intuition alone. The better way to cope with uncertainty and the feeling of never seen (jamais vu) is by continually collecting information and work upon it each step one time as the crisis unfolds and observing how well their responses work. In practice, this means frequently pausing from crisis management, assessing the situation from multiple vantage points, anticipating what may happen next, and then acting. The pause-assess-anticipate-act cycle should be ongoing, for it helps leaders to maintain a state of deliberate calm and avoid overreacting to new information as it comes in. While some moments during the crisis will call for immediate action, with no time to assess or anticipate, leaders will eventually find occasions to stop, reflect, and think ahead before making further moves.

Two cognitive behaviors can aid leaders as they assess and anticipate. One, called updating, involves revising ideas based on new information teams collect and knowledge they develop. The second, doubting, helps leaders consider ongoing and potential actions critically and decide whether they need to be modified, adapted, or discarded. Updating and doubting help leaders mediate their dueling impulses to conceive solutions based on what they've done previously and to make up new solutions without drawing on past lessons. Instead, leaders bring their experiences to bear while accepting new insights as they emerge.

Once leaders decide what to do, they must act with resolve.

Visible decisiveness not only builds the organisation's confidence in leaders; it also motivates the network of teams to sustain its search for the solutions to challenges that the organisation faces.



Key business overriding strategies for a post-crisis world

Time is of the essence and sooner the individuals and the companies respond to this better will be the recovery, resilience and renewal to improve the current economic status. Regardless of the shape of the recovery and your line of business, I believe the below five overriding strategic priorities will help you emerge from the crisis stronger than before:

1. Realign all your cost structures and sharpen productivity as never before

Because recession or inflation affects each company in an industry differently, the first step is to diagnose your changing cost economics right from the raw materials stage to the final price paid by the ultimate consumer. This involves constructing a value chain, asking some vital questions like how we can add value at each step in the whole market process that exposes shifting cost components. Next, you assess the long-run shifts in the cost position of your competitors relative to your own. Finally, you factor the implication of future inflation or recession into your costs and those of the competition.

By strategising your cost analysis, identifying shifts in key components, leveraging the value chain, assessing the competitive shifts and future cost increases, factoring in cost economies, using differentiation to operating cost variables (to advertising, service, inspection procedures and manufacturing workmanship), focusing on a particular segment, working on components of operating costs most susceptible to recession or inflation and finally realigning your strategies, if required, because success comes to a company that accentuates long-term strategic positioning.

The major lessons learnt in strategy formulation is that a company must closely gear its strategy to the long-term changes in the industry's cost economics. Managers must think strategically about the long-run implications of short-run cost increases and be creative in finding ways to capture a competitive advantage by minimizing the effects of either inflationary or recessionary cost pressures on the company's strategy.

An Optimised Business Model, Capabilities, Operating Model and Structure, Aligned Costs, Improved Productivity are the key takeaways here.

## 2. Supercharge digital transformation to create a digital enterprise of global scale

The post-crisis shakeup is therefore an opportunity to put all your organisational focus and muscle behind the digital agenda to create a truly transformed enterprise, from front to back offices. This is the way forward for all modern enterprises who want to scale it up in the long run. Ensure you have a digital transformation plan that maps the entire business including milestones by which you can measure progress and is centred on simplification of the customer experience. Digitally enabled sales and distribution, direct-to-consumer engagement, automated product support, digital accounts receivable, payment monitoring and automated CRM are just some of the high-value opportunities you should consider. Equally important is the ability to build and strengthen data management, cloud, privacy and cybersecurity capabilities.

The prime focus in regards to supercharging digital transformation to create a digital enterprise should be the Simplification of Functions and Services, Cost Efficiency, Greater Productivity, Organisational Agility, Operational Resilience and Improved Customer.



## 3. Carve out new Revenue Streams for a better Market Share Growth

In the aftermath of the novel coronavirus pandemic, you'll likely find yourself competing for a bigger share of a smaller market and smaller wallets of consumers and businesses. Finding new revenue opportunities will therefore be critical. Although specific strategies will vary by lines of business or markets, there could be opportunity across the board in collaborative ecosystems, product simplification and innovation, digital distribution, and wellness (financial and beyond).

Again, two important action point is to strengthen customer retention programmes and reassess how the needs, expectations and behaviours of your target customers and clients might have changed. Based on the second action point go for diversification, if required. Diversification will be one such key which will offer protection and reduce the losses which can saddle us through these tough times. Various businesses should look for the emerging trends that will come out of this pandemic to make them stronger than before focused on improving customer acquisitions and retentions.

To capture new markets, one needs to design products or services that reflect today's evolving needs (e.g., Usage-based Subscriptions, Software As A Service (SAAS), Mobility as a Service (MAAS), employment loss protection for gig workers, Video Conferencing Tools, Smart Adaptive Home Schooling through LMS or SMS, Automated Fare Collection (AFC), Highly-Automated Production Infrastructure, NFC cards, IRIS/Face Recognition products, Charging Stations, Remote Kiosks with QR codes & Wireless Cards, Drone Delivery, Contactless Robots). Adjust your products/services so that they are not only useful during the pandemic, but after it as well.



Also, the business should focus on retaining the existing customers and scouting or generating new leads which will help with bringing new clients, even at a time when every other business is going through a crisis. If your business has a strong balance sheet and capital position, this is also a good time to consider strategic mergers and acquisitions.

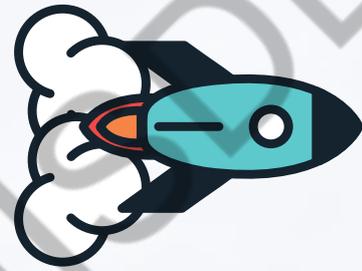
The main focus to carve out new revenue streams should be Revenue, Assets under management and Market Share Growth and Improved Customer Acquisition and Retention.

#### 4. Prepare your workforce to emerge stronger in the new world

The COVID-19 lockdown has forced all businesses to reassess almost every aspect of how they work. In whatever 'new normal' emerges for your employees — whether it includes continuing to work from home, interacting digitally or harnessing emerging technologies to innovate — it's important to ensure that your people have the right skills and a willingness to embrace change and it reflects individual needs, aspirations and job demands. The speed of technological advances has already created significant demands for upskilling your workforce, and post-crisis demands will heighten that need.

Few Action Points in this regard would be as follows:

- Define the skills and competencies you need to accelerate your competitive position and run a digital enterprise.
- Compare your current capabilities with your objectives to develop an upskilling programme, function by function.
- Ensure that your upskilling programme reflects individual needs, aspirations and job demands.
- Build infrastructure and empower your employees to drive organic innovations. Manage change and adoption of your upskilling programme.



Upskilling your workforce is not just a matter of pushing out technical training to your employees. Upskilling requires careful assessment of desired skills and competencies to be targeted, investment in a learning environment, assessment of the impact of change and a systematic way to measure the return on your upskilling investment. This initiative also will require significant leadership commitment and a push from the top.

Here, the key take homes to prepare your workforce for the new world should be Strengthened Productivity, Sharpened Innovation, Enterprise Agility, Enhanced Employee Engagement and Satisfaction and Bolstered Recruitment and Retention.

#### 5. Strengthen capital efficiency to its best

As the unpredictable COVID-19 pandemic struck the world, severely impacting the economy and the widespread insistence they were obvious hindsight. This resulting in uncertainty and instability for both companies and individuals alike, we all learnt that the first challenge in keeping our enterprises running was our cash flow. As we know cash is king for any establishment. To keep and improvise on capital efficiency is key to any successful business.

Once you've steered through the immediate capital and liquidity stresses of the crisis, it will be important to focus on the longer-term capital management impact of lower interest rates, greater hedging costs, heightened market volatility and defaults, and increasing tax rates. The markets will reward those most adept at optimising their balance sheet position and efficiently deploying and freeing up capital. The pre-crisis emphasis on offering fewer investment guarantees and more fee-based services will intensify.

Below are a few tips on how one can help business improve or strengthen capital efficiency:

**Use Up-to-date Financial Information** First and foremost in this regard is to understand your financial situation, and, secondly, prepare a thorough assessment of the business and where it currently stands. Once you have the understanding of these two, keep financial statements and reports current and calculate quick ratios periodically. This will enable your company to have a clear picture of the financial position at all times and will provide you with avenues for improvement.

#### Prioritize Cash Flow

Focusing on cash flow optimization can help companies reduce unnecessary costs, improve the customer experience, and regain profits more quickly once markets stabilize. In this regard, one needs to start focusing on quick-win opportunities within the company and promote cash culture across the organization such as:

- Cash flow forecasting, which is making adjustments that help ensure you have more money coming into your account than going out.
- Setting the right controls on avoiding early payments.
- Avoiding unnecessary purchases, and motivating the team to reduce costs and optimize cash.
- Monitoring customer payment performance.
- Encouraging the team to focus on selling products lying in inventory to generate quick cash.

#### Incentivize Receivables

Give incentives to customers who pay on time. Identifying delinquency early and taking prompt action will prevent accounts from ageing too much. Do not transact business with customers who have a history of defaulting.

#### Analyze Fixed and Variable Costs

Determine whether fixed and variable costs can be reduced. If you examine carefully, you will be able to identify wasteful expenses. By eliminating such expenses, you will have more liquidity for working capital.

#### Choose Vendors Who Offer Discounts

Discounts from vendors will help save finances. Maintain a good relationship with them. When your company is facing a cash flow crunch, this relationship will go a long way in receiving some leniency.

#### Meet Debt Obligations

Ensure that all debt obligations are met on time. Use electronic payment systems to ensure timely payments, and avoid situations that delay payments and attract a penalty.

#### Examine Interest Payments

You should examine the interest on loans or other forms of fixed debt if any. Check with your banker whether you are eligible for a modification in interest rates and thereby pay a lower fixed amount every month. Early clearing of loans can help reduce the cost of paying future instalments. All this is saving and can be added to the working capital.

#### Manage Inventory

Do not overstock your inventory. Make sure that finished goods are sold as soon as possible and are not idling away in the warehouse. Cut products and services that are not performing.

#### Focus on digital transformation

Optimising online presence can significantly improve efficiency and effectiveness, drastically reduce transactional work, and help in reorganizing processes. Automate Accounts Receivable and Payment Monitoring. Automating allows you to track inflows and outflows with ease. Make sure you have strong collection teams to chase delinquent customers. Reward staff members who can collect dues effectively.

#### Resolve Disputes with Customers and Vendors

Resolve disputes with customers and vendors as early as possible. If a case goes to court, make sure that it is resolved without undue delay so that unnecessary legal expenses are not incurred. Receivables held up because of disputes are a major cause of concern for many companies.

## Identify Other Ways to Improve Working Capital

Working capital position can always be improved by earning higher profits, issuing company stock, taking on more debt, and selling assets for cash. However, these strategies should only be considered as the last resort. One more way of strengthening capital efficiency would be to consider strategic mergers and acquisitions.

## Take Advantage of Tax Incentives

Tax incentives save money, which can then subsequently be channelled into the working capital funds. Overall in terms of strengthening capital efficiency, the focus should be on Stable Solvency, Stronger Shareholder Backing, Increased Funds for Investment and Improved Return on Capital. Many companies are forced to issue stock or take on debt

when they run out of working capital. Your business can avoid this by constantly keeping an eye on the working capital position and finding ways to increase it through better management of the cash flow, customers, and vendors.

## Road - Out of the woods

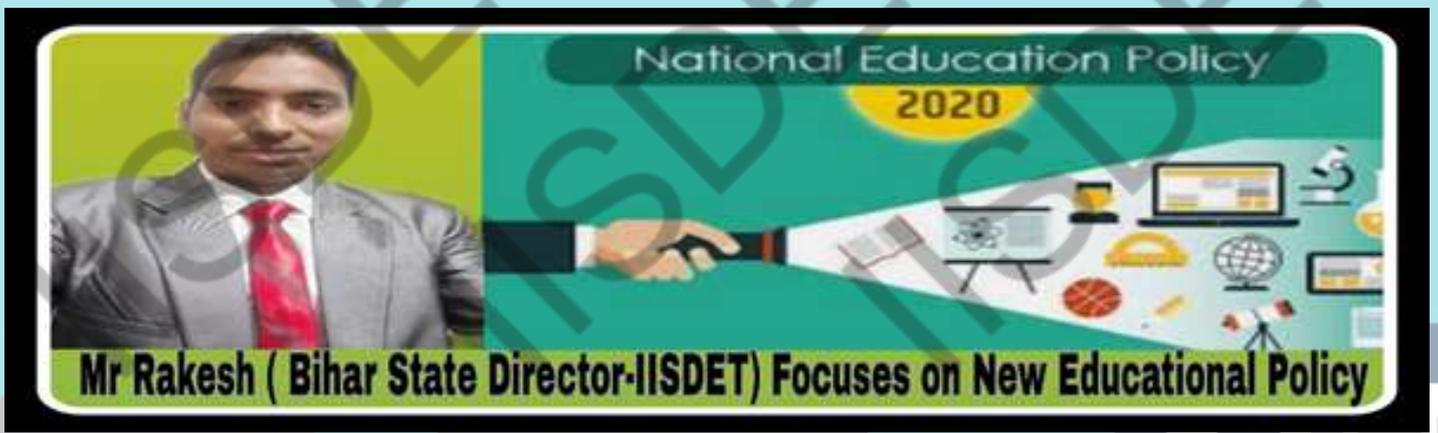
The coronavirus pandemic is testing the leaders and their strategies for their companies and organizations in every sector around the world. Its consequences could last longer and present greater difficulties than anyone anticipates. The question every leader must ask today is, how far and how soon can we push ourselves to be prepared on all fronts?

In conclusion, keep in mind, that in times of crisis, leaders need to create a detailed contingency plan that will help the business consider various scenarios in advance. It is also important for the leaders to always empower their employees to respond more effectively and minimize the losses in resolving the issue. The prolonged uncertainty is all the more reason for

leaders to embrace the practices mentioned above in this article. These approaches by effective leaders will improve peace of mind among team members and prevent panic when the next problem occurs. These effective leadership qualities and overriding business strategies mentioned in this article shouldn't be new priorities anymore — any good strategy should have included some or all of them already. However, COVID-19 has ramped up the urgency of these competitive imperatives. This would not only make them to sail safely through this perilous waters but also will help them to emerge stronger out of this

sink-swim crisis, however long it continues, also, this will prepare them well for the next large-scale challenges too. Human beings are adaptive creatures by nature, and the current Black Swan event (pandemic) should be considered a means towards further evolution and growth.





Recently, the Government of India has launched new National Education Policy (NEP), 2020 with an aim to introduce several changes in the education system from school to college level. In this policy, every child in the age group of 3-6 years has access to free, safe, high quality, appropriate care and education by 2025. Education policy can directly affect the education people engage in at all ages. The purpose of the education system is to develop good human beings capable of rational thought and action, possessing and empathy, creative imagination with sound ethical moorings and values.

There are some features in school education:-

- a. Universalization of education from preschool to secondary level with 100% gross enrolment ratio.
- b. To bring 2 crore out of school children back into the mainstream through an open schooling system.
- c. The current 10+2 system to be replaced by a new 5+3+3+4 curricular structure.
- d. Class 10th & 12th board examination to be made easier, to test core competencies rather than memorised facts, with all students allowed to take the exam twice.
- e. Vocational education to start from class 6 with internships and many more changes done in this new education policy.



There are some features in Higher education:-

- f. Gross Enrolment Ratio in higher education to be raised to 50% by 2035. Also, 3.5 crore seats to be added in higher education.
- g. Holistic Undergraduate education with a flexible curriculum can be of 3 or 4 years with multiple exit options and appropriate certification within this period.
- h. M.Phil. courses will be discontinued and all the courses at undergraduate, postgraduate and PhD level will now be interdisciplinary.
- i. Affiliation of colleges is to be phased out in 15 years and a stage-wise mechanism to be established for granting graded autonomy to colleges.
- j. Higher Education Commission of India (HECI) will be set up as a single umbrella body for the entire higher education, excluding medical and legal education. Public and private higher education institutions will be governed by the same set of norms for regulation, accreditation and academic standards and many more changes have been done in new education policy 2020 as compare with old education policy.

Due to the several changes in NEP 2020, Students have the right to choose their interesting subjects, no science, arts, they can mix-up. It will be very helpful to upcoming times. It also aims to increase the public investment in the education sector to increase the GDP.

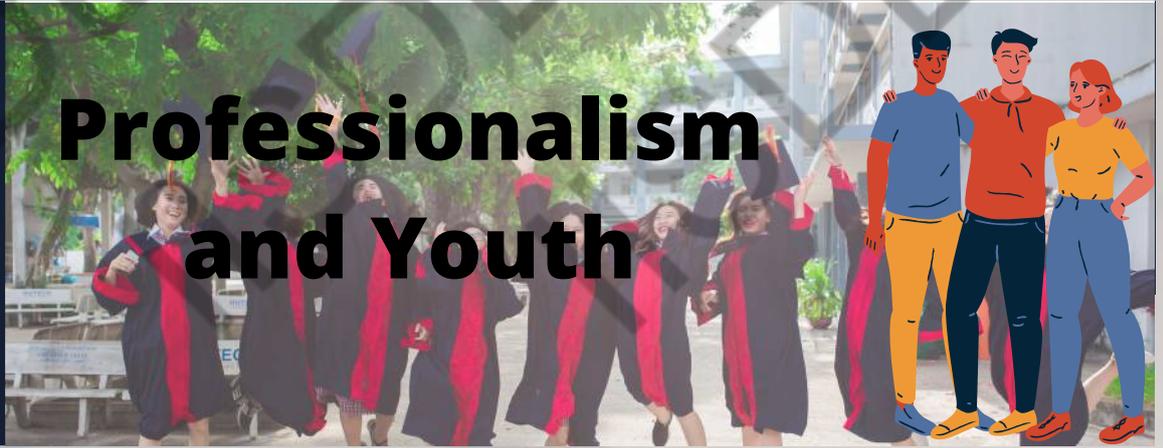




**Mr. Saagar S. Lalka**

Founder, Skill Key

# Professionalism and Youth



There is a pencil-thin line difference between professional and being professional. Today no matter how much educated you are, if you don't have a tinge of professionalism in you, it becomes strenuous to cling in the corporate world. In my 18+ years of experience as an entrepreneur, mentor, soft skill trainer and motivational speaker, and after taking an Indian initiative called Skill Key which seeks to address the comprehensive personality development needs of the youth of the country and empower the students by discovering desired skills leading to a desired career, I have earwitness lots of vigor and energy among youth which is par excellence but has discerned lack of basic etiquette and professionalism at large.

Professionalism is way too difficult to conceptualize, it is a method instead of an agenda of things. It is comprised of appearance, correspondence, communicating, perspectives, approach, abilities, and receptiveness to develop. It's important to allow youth to nurture the acquisition of personality development and soft skills enhancement for a better future.



Every professional covet to take pride and gratification in himself and willing to grow luxuriantly. The ethos of the organization ought to unravel the ethos of professionalism inculcated within you. It helps you to identify yourself with the company and exhibit passion, courage, and dedication toward your role in the organization.

So what's important? In such an unprecedented time when everything looks so gloomy and dubious, there is a need to precipitate a willingness to grow professionally along the line of professionalism for the brightest future. My advice to all the youth is that professionalism is not a counterfoil that you give to yourself but it's a statement that defines you. Always remember it's not an attitude but life long commitment that matters. So it's high time to ask yourself that are you growing intellectually or professionally? We love to conduct personal coaching, workshops, seminars, and training sessions on personality enhancement and Soft Skills.



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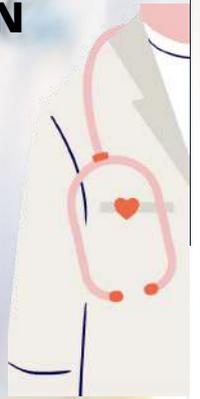
## Business Plan Tournament 2020





**DR SACHIN VIJAY  
NAIKNAWARE**  
CONSULTANT GYNAEC  
ENDOSCOPIC SURGEON.

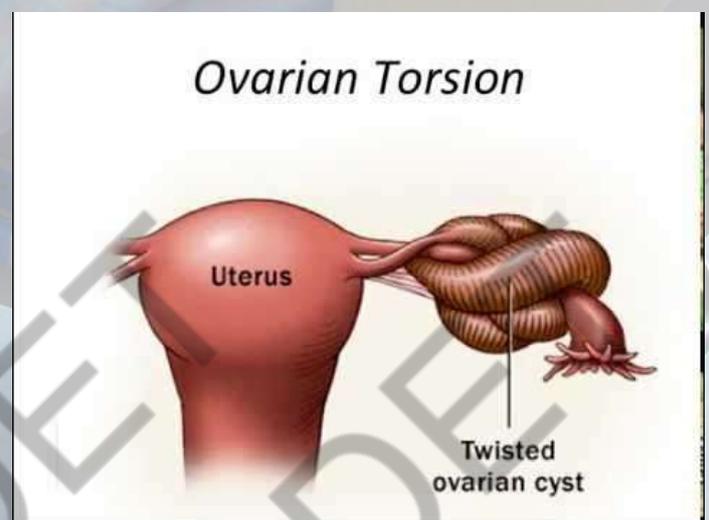
## THE DANGEROUS TURN: REVIEW OF AN ADNEXAL TORSION.



Ovarian torsion occurs when ovarian mass twists on its vascular pedicle. torsion of ovary is rare but an emergency condition occurring in about 2-15% of patients and diagnosing it can be a challenge in an emergency. Ovarian torsion can be complex or partial rotation of adnexal structure holding the ovary causing schema in ovary. to better understand pathology we need to have look at adnexal structure at first. adult size ovary measures about 3 x 2 x 1 cm and weighs about 3-8 gms. Normally in nulliparous it lies in ovarian fossa on lateral pelvic wall. At both ends ovary is attached by ligaments at the tubal pole it is attached by infundibulo-pelvic ligaments which contains the ovarian vessels and at uterine end it is attached by utero-ovarian ligaments. Torsion most commonly involve both fallopian tube and ovary and isolated torsion is a rare entity occurring in around 1 in 1.5 million women. ((1))

Torsion is most common in reproductive age group women and during pregnancy and is less common in premenarche and postmenopausal women. Twisting of ovarian pedicle initially obstructs venous flow causing engorgement and ovarian oedema -this engorgement progresses until flow is compromised causing ischemia or infection. Ovarian torsion is likely to occur when there is some problem with ovary as in ovarian cyst causing enlargement, pregnancy, hormonal medication use for ovulation induction and sometimes normal ovaries can twist in children's, it can be either intermittent torsion-detorsion causing intermittent pain or complete torsion causing unilateral sudden lower abdominal pain. It is been found that more than 80% of patients with ovarian torsion has ovarian mass more than 5 cm in size and enlarged ovaries. Due to ovarian induction or multi-follicular growth are more amenable to torsion ((3)).

Also it is been found that benign tumours are more likely to twist than the malignant one. Torsion due to ovarian cyst is more commonly found in reproductive age group women while more than 50 % of premenarchal girls have normal ovaries with torsion at presentation.. ((2)) of all cases of ovarian torsion 10-20% of ovarian torsion cases occurs in pregnancy and most of the cases found at around 10-17 weeks of gestation. (( 4 )) depending on severity, torsion may present as sudden onset of pelvic or abdominal pain which may be localised to lower abdomen, nausea, vomiting. on clinical examination generally there may be low grade fever and tachycardia and on abdominal examination it may reveal generalised abdominal tenderness and localised guarding. On vaginal examination there may be palpable ovarian cyst in either of the fornix, adnexal mass or tenderness. it is been found that presence of acute pelvic pain in premenarche and postmenopausal women is more likely caused by torsion whereas in reproductive years acute pain is more likely caused by functional cysts.



So any women presented to emergency ward with pelvic pain definitive diagnosis of torsion can be reached by appropriate history taking , clinical examination, along with appropriate investigations such as blood count, ultrasonography will help to reach to a definitive conclusion.

Of all the modalities used to diagnose adnexal torsion ultrasound is still the investigation of choice. But it is to be noted that ultrasound appearance of torsion is highly variable representing the dynamic nature of pathological process of ovarian torsion. It is usually seen on usg as unilateral ovarian enlargement and oedema, peripherally arranged follicles , affected ovary may appear as solid mass with hypo or hyper echoic areas representing haemorrhage and necrosis. On colour doppler there can be decreased or absent doppler flow in torsed vessels which gives rise to “whirlpool sign” which is highly sensitive for ovarian torsion.(( 6 ))

if there is simple cyst in ovary the cyst tend to become hemorrhagic due to venous congestion causing fluid inside the cyst more exogenic. Due to oedema ovarian oedema ovarian borders are less well defined and sometimes tubeae are also involved and may filled with hemorrhagic fluid. Abnormal colour doppler signal can be found upto all case of ovarian torsion ((17)) however complete absence of blood flow is a late event so presence of flow within the ovary does not exclude ovarian torsion and this point needs to be remembered. Ovarian torsion in pregnancy:- about 10-22 % of ovarian torsion cases occur during pregnancy.

The risk of ovarian torsion decreases with increasing gestational age and it is unusual after 20 weeks of gestation. Oophorectomy is usually resorted for torsion during pregnancy to avoid small but potential risk of small but repeat torsion during pregnancy. ((7)).

Ohss and ovarian torsion:- use of assisted reproductive technologies is associated with manifold increase in risk of ovarian torsion due to ohss . In ohss there are multiple enlarged follicles with ascites . If torsion occurs in ohss it will be seen as enlarged ovaries with multiple follicles and areas of haemorrhages and necrosis. Mri is useful in diagnosis of ovarian torsion when usg findings are equivocal on usg. Mri can demonstrate the component of mass in more details than usg, also mri is more useful and safe in 2nd and 3rd trimester of pregnancy for diagnosing abdominal pain where ovaries and appendix are more difficult to visualise by usg. Sometimes ct scan can be used in non pregnant patients with abdominal pain to rule out other causes such as appendicitis or diverticulitis, finally for confirmation and management direct visualisation by laparoscopy or laparotomy is needed.

on laparoscopy if ovary is healthy looking detorsion is being done and ovarian conservation is recommended rather than salpingo-oophorectomy . But the surgical management is determined by many factors including patients age, menopausal status, preexisting ovarian pathology and desire to preserve the fertility. The likelihood of preserving viable ovarian tissue with conservative surgery such as detorsion decreases with time.the earlier the approach to torsion the higher is the chance to preserve the ovarian function . An animal study showed that necrosis might develop after occlusion of ovarian vessel for 36 hrs or longer. In a patient with nonfunctional ovarian cyst , laparoscopic cystectomy with detorsion or interval cystectomy can be done 2-3 weeks after detorsion to avoid operating on oedematous and fragile ovarian tissue and to allow time for oedema and congestion to resolve. In young patients where uteroovarian ligament is long and in case of recurrence of ovarian torsion oophoropexy ((8)) is an effective treatment strategy where ovary can be fixed to back of uterus or stitched in a fashion of “ hot dog in bun” to make it fixed and prevent recurrence. Also shortening of uteroovarian ligament is done to avoid recurrence. Management of ovarian torsion is same in pregnant patients and laparoscopic surgery is found to be safe in pregnant women. (( 9))

many observational studies found that detorsion is associated with preserved ovarian function (( 10)) in cases where ovary is black and necroses with prolonged pain to detection interval it is safe to go for oophorectomy or salpingo-oophorectomy, for recurrence prevention oc pills and oophoropexy can be done. So to conclude detailed history taking along with physical examination backed by appropriate investigations will help to prompt the diagnosis and aid in the management.

Conservative management is to be followed as far as possible, prompt intervention is needed to preserve the ovarian function.



**MS. Lakshmi  
Peethambaran**  
Senior Counsellor



‘Indian culture’ is the Mother of all cultures, be it art of living or apparently the rich knowledge of Science and Music. All the regions and religions of the world have their own culture with many customs, traditions and refined qualities. It is a culture of love, respect, honouring others and humbling one’s own ego so that the inner nature, which is naturally pure and modest will shine.

Respect for elders is a key stone of Indian culture. We have customs, like, not sitting while they are standing, even serving their food first. We find the youngsters never using the proper names of their elders. In respect, we touch the feet of all elders, holy men and women in recognition of their great humility and attainment. A student touches the feet of his teacher that are our Culture Values Learned from our Family.

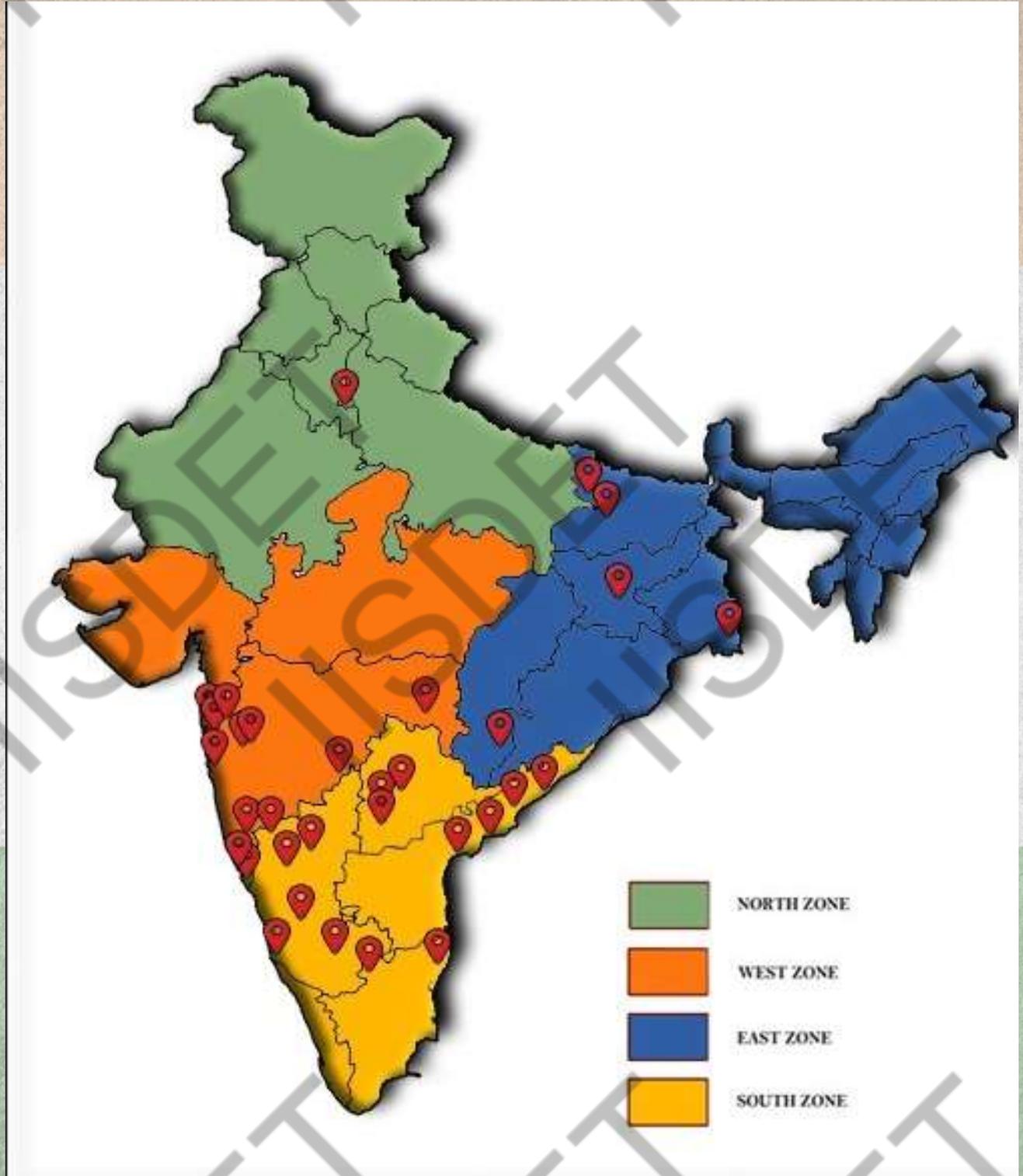
Purity in mind, body, speech, thought, words are vitally important for us.

We should never use harsh, angered and indecent language and keep our body healthy and clean. It is very important for a cultured Indian to apologize immediately if one touches someone with his shoes or sandals. Thus, our Culture is unique and Special.

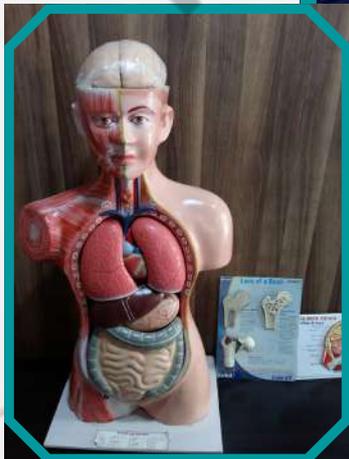


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