

MIMA TIMES

Monthly Newsletter for college updates



OPENING OF INDO-KOREAN CENTER



The Indo-Korean Center's grand opening at MIMA Institute of Management was a momentous occasion, strengthening India-Korea ties in education and beyond. Dignitaries from both nations highlighted collaboration's significance in academic exchange and cultural understanding. Traditional performances by Indian and Korean artists showcased their rich cultural heritage. Speeches emphasized the center's role in promoting research, student exchanges, and cross-cultural dialogue. With state-of-the-art facilities, the center promises innovation and collaboration, offering students and researchers new learning opportunities. The ribbon-cutting marked its official inauguration, symbolizing the opening of doors to endless possibilities in Indo-Korean relations.

BLOOD DONATION CAMP AT MIMA IN ASSOCIATION WITH ROTARACT



In association with Rotaract Pune and Acharya Anandrishiji Pune Blood Bank Centre, Pune, our institute has organized a Blood Donation Camp today from 10 AM to 5 PM. This noble initiative aims to contribute to the community by providing much-needed blood for patients in need. Rotaract Pune, known for its dedication to social welfare, has collaborated with us to ensure the success of this event. The Acharya Anandrishiji Pune Blood Bank Centre brings expertise and resources to facilitate the donation process efficiently and safely.

We encourage everyone to participate in this humanitarian cause and help save lives. Donating blood not only supports patients undergoing medical treatments but also reflects our commitment to serving society. Join us today and be a part of this life-saving endeavor at our institute.

ROUND TABLE DISCUSSION OF ACADEMIC LEADERS



Dr. Aditya Bavadekar
Director Business
MIMA Institute of Management

We are pleased to announce that Dr. Aditya Bavadekar, Director of Business at MIMA Institute of Management, Pune, will be a speaker at the upcoming Round Table Discussion organized by the Centre for Education Research and Growth (CEGR). Dr. Bavadekar's extensive experience and expertise in the field of business management will enrich the discussion, providing valuable insights and perspectives. This event will serve as a platform for leaders and professionals to exchange ideas and explore innovative approaches to education and growth. Dr. Bavadekar's participation underscores our institute's commitment to contributing to educational discourse and fostering collaborative efforts towards academic excellence and development. We look forward to his valuable contribution to this enlightening discussion.

Monthly Highlights

TELECOM BILL PASSED IN PARLIAMENT:



The Indian Parliament has passed the Telecommunications Bill of 2023, aimed at modernizing the country's century-old telecom laws. Based on legislation dating back to the late 19th and early 20th centuries, including the Indian Telegraph Act of 1885 and the Wireless Telegraphy Act of 1933, the bill overhauls the regulatory framework for the telecommunications sector. It introduces clear guidelines for spectrum allocation, including a non-auction route for satellite-based communication services. Additionally, the bill

addresses phone number spoofing by introducing stringent provisions to combat fraud. Furthermore, it proposes a "digital-by-design" online grievance redressal mechanism to promptly address users' complaints. This comprehensive reform is expected to enhance efficiency, transparency, and consumer protection in India's rapidly evolving telecommunications landscape spectrum allocation, including a non-auction route for satellite-based communication services. Additionally, the bill addresses phone number spoofing by introducing stringent provisions to combat fraud. Furthermore, it proposes a "digital-by-design" online grievance redressal mechanism to promptly address users' complaints. This comprehensive reform is expected to enhance efficiency, transparency, and consumer protection in India's rapidly evolving telecommunications landscape

XIAOMI LAUNCHES FIRST ELECTRIC CAR

Xiaomi, the Chinese tech giant, has entered the electric vehicle market with the debut of its SU7 electric sedan. Boasting remarkable acceleration from 0-100km/h in just 2.78 seconds, the EV surpasses even the Porsche Taycan Turbo S in speed. Xiaomi has ambitious plans in the EV sector, aiming to secure a spot among the top 5 global automakers. With features such as seamless connectivity with Xiaomi phones and accessories, the company is leveraging its technological expertise to revolutionize the automotive industry. The SU7 represents Xiaomi's commitment to innovation and performance, marking its entry into the competitive world of electric vehicles. By combining cutting-edge technology with sleek design and impressive performance, Xiaomi aims to capture a significant share of the growing EV market and redefine the driving experience for consumers worldwide. connectivity with Xiaomi phones and accessories, the company is leveraging its technological expertise to revolutionize the automotive industry. The SU7 represents Xiaomi's commitment to innovation and performance, marking its entry into the competitive world of electric vehicles. By combining cutting-edge technology with sleek design and impressive performance, Xiaomi aims to capture a significant share of the growing EV market and redefine the driving experience for consumers worldwide.



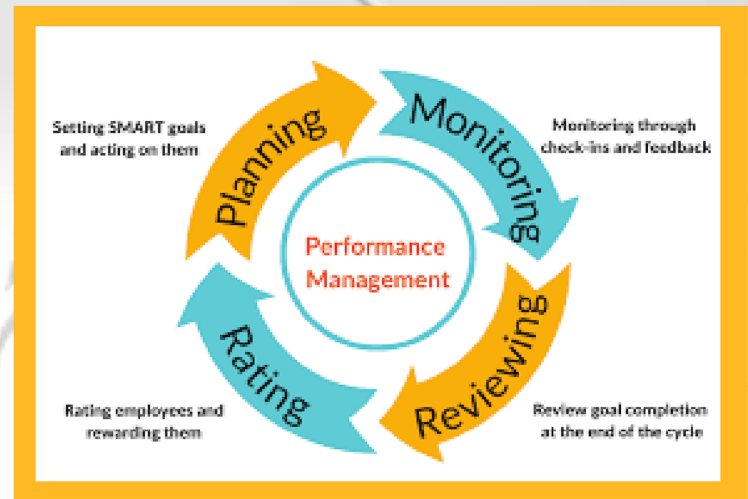
Guiding Stars: Effective Performance Management through Feedback and Goal Setting

In the journey towards professional growth and success, effective performance management serves as the compass that guides individuals and teams towards their goals. Providing constructive feedback and setting clear, achievable goals are essential components of this process. Let's explore how these practices can empower individuals, enhance performance, and drive organizational success.

Constructive Feedback:

Constructive feedback is the cornerstone of effective performance management. It provides individuals with valuable insights into their strengths, areas for improvement, and progress towards goals. When providing feedback:

- **Be specific and actionable:** Offer feedback that is clear, specific, and relevant to the individual's performance and objectives. Highlight specific examples and behaviors, and provide actionable suggestions for improvement.
- **Focus on behavior, not personality:** Address behaviors and actions rather than personality traits. Avoid making personal judgments or criticisms, and instead focus on observable actions and outcomes.
- **Balance praise and constructive criticism:** Acknowledge achievements and strengths, but also provide constructive criticism when necessary. Strike a balance between positive reinforcement and areas for growth to motivate and empower individuals to improve.
- **Encourage open dialogue:** Foster a culture of open communication where individuals feel comfortable giving and receiving feedback. Encourage two-way dialogue, active listening, and respectful communication to facilitate understanding and growth.
- **Goal Setting:**
 - **Setting clear, achievable goals is essential for guiding individuals and teams towards success.** When setting goals:



- **Be specific and measurable:** Define goals that are clear, specific, and measurable. Use metrics and key performance indicators (KPIs) to track progress and evaluate success objectively.
- **Make goals challenging yet attainable:** Set goals that stretch individuals beyond their comfort zones while remaining achievable with effort and dedication. Striking the right balance between challenge and attainability motivates individuals to strive for excellence.
- **Align goals with organizational objectives:** Ensure that individual goals align with broader organizational objectives and priorities. By linking individual performance to organizational success, individuals can see the impact of their contributions and feel a sense of purpose and alignment.



- Provide support and resources: Offer the necessary support, resources, and training to help individuals achieve their goals. Identify barriers or challenges that may impede progress and address them proactively to set individuals up for success.
- Review and adjust goals regularly: Regularly review progress towards goals and adjust them as needed based on changing circumstances or priorities. Keep goals dynamic and responsive to evolving needs and objectives to ensure continued relevance and effectiveness.
- By incorporating these practices into performance management processes, organizations can empower individuals, enhance performance, and drive success. Providing constructive feedback and setting clear, achievable goals not only guides individuals towards their full potential but also fosters a culture of continuous improvement, accountability, and excellence. Let's embrace these principles to inspire growth, achieve goals, and propel organizations towards success.

