

Training of Trainers
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Lecture 43 - Training method: Panel Discussion

Yes, now we will talk about the panel discussion and then in this panel discussion normally the participants, they are supposed to be the experts. So what trainer can do? He can identify from the trainees who are the experts in a particular topic and then ask them, so the basic purpose of this session is knowledge sharing. So many times in the training program you are having the experts from different areas, so it is not only the trainer who speaks but it is the trainees those who are the participants because of their vast knowledge and experience, they should be also given an opportunity to address rest of the participants. So here I will now again request my students to introduce themselves.

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Student: Hello everyone, I am Deepak Patidar, I am from Indore. I did my engineering in mechanical stream from RGV University. Currently I am pursuing my MBA from Department of Management Studies, IIT Roorkee and my specialisation is finance and marketing. I did my summer internship from Cremica Food Industries as a financial analyst, thank you.

Student: I am Sahil Jatale and I am from Indore. I did civil engineering from Acropolis Institute of Technology and Research, Indore and currently I am pursuing Masters from

Department of Management Studies, IIT Roorkee. My specialisations are HR and marketing. I was summer intern at Middle Earth HR in the field of HR and marketing.

Student: Hello everyone, my name is Shivam Dhakar, I belong to Jaipur. So I did my B.Tech from mechanical engineering from Jaipur itself and I am currently pursuing my MBA at Department of Management Studies, IIT Roorkee in the fields of operations and HR. I did my summer internships in TAFE Motors and Tractors Limited from Bhopal as a management trainee.

Professor: Good.

Student: Hello everyone, I am Snehashish Khan from Kolkata. I completed my computer science engineering B.Tech from Meghnad Saha Institute of Technology. I am presently pursuing MBA from Department of Management Studies, IIT Roorkee. I completed my summer internship in the role of marketing from Reliance Jio.

Student: Hello everyone, I am Mohit Verma. I am born and brought up in Delhi. I did my B.Tech from Maharaja Agrasen Institute of Technology, Delhi. I have come here to study management and I am doing my MBA in the field of marketing and operations at the Department of Management Studies, IIT Roorkee. I did my summer internship at Hexagon India which is a part of Hexagon AB, a Swedish company. I have worked there as a sales and marketing strategist and analyst.

Professor: Good, so now they have introduced and now they will participate as an expert and panel discussion will start.

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Student: Hello everyone, our trainer has provided the topic of India 2030 for this panel discussion and I will be moderating it. So with me I have Mr. Snehashish as an expert of Telecom, then I have Mr. Mohit as an expert in Railways, then Mr. Deepak as an expert in Finance and Banking, and then finally Mr. Sahil as an expert in Human Research Development. So firstly, I would like a starting argument by everyone. So starting from Mr. Deepak, what is your point of view towards India 2030?

Student: Like India is an emerging economy as everybody knows in the world, and as a finance expert I can see because it is a very important pillar for any country as economic development because until and unless we do not have any resources kind of money and these kinds of resources, we cannot grow. So in recent few years like in last 5 years, Indian government they have taken the steps which reform the financial structure. Like if you talk about IBC Insolvency Bankruptcy Code, so this is related to NPAs to control non-performing assets and all. Second is that they are working on the financial institutions like banking; private banks as well as PSBs Public Sector Banking. So PSBs, they are also taking very hard steps for them to control NPAs.

Like out of 21 PSBs, 14 PSBs are under PCA, Prompt Corrective Action. So this is also, government has taken steps for them and to get rid of this they are doing the amalgamation kind of things, like recently 3 banks were combined in a single entity like Dena Bank, and Vijaya Bank, Dena Bank and one was...

Student: Let us have more information and more perspective by Mr. Sahil regarding India 2030 and what kind of development MHRD has planned out.

Student: Okay. So Human Resource is the tool for any developing nation. It is a wealth basically, so what we are planning is that currently the education sector in India is estimated to be around 90 billion, and it is growing, 90 billion dollars and currently it is going at an annual rate of more than 11 percent. So what we think that in the upcoming years education sector shall be our key focus areas, and currently what we generally have the data is that more than 250 million students are school going in India, so we have to plan out for them because they are the ultimate nation builders for the country. So we are planning some online courses, training modules and what technology has to offer and how can we reduce the unemployment rate in India, that is the key concern for our department.

Student: So next I will go to Mr. Snehashish regarding what will be the telecom's role in the development of India 2030.

Student: To understand what the future will bring in, first we have to look at the past. So in the last one year, Vodafone and Idea has merged into a single entity and within India there exists only 3 major telecom players; Vodafone-Idea, Airtel and Reliance Jio. Vodafone-Idea is presently entering into the premium segment wherein they have discontinued significant number of customers who had plans of less than rupees, say Rs.90-Rs.100 per month. Airtel on the other hand has entered into television business and some other verticals. Reliance Jio is focusing on penetration into the rural market which until now not had significant Internet exposure. As far as future is concerned, we expect significant penetration of Internet services in rural areas of India thereby providing connectivity to people who were not connected before.

Student: Alright, so Mr. Mohit now as you have dealt in the lifeline of our country Railways, so what do you think that Railway is doing for India 2030?

Student: Well, Railway is just a branch of the transportation sector of India. By 2030 we believe that transportation in the form of logistics and passenger movement would enforce the GDP of India. India by 2030 is poised to become the second largest economy in the world, we will be surpassing USA. And to boost this kind of growth rate we need to have some infrastructure in the form not just railways, in the form of shipping, roadways, airlines industries as well. However if we look at the airline industry, we see that new airlines have

come up in the scenario, Indian transportation sector. Government is not enforcing the scheme of UDAN which is also called as Udey Desh ka Aam Nagrik which is to enforce and boost actually the transportation sector or aviation sector in particular.

However, in the railways we are seeing rapid developments and acceptance of technology, for instance, now we are becoming more customer-friendly while we are providing the services like Train 18 which was launched in 2018, and now we are also planning Train 20 project which is distinct to entering the service of Indian Railways by 2020. However, in long-run in 2030 we have projects like Bullet train and now we are also exploring projects like Hyperloop in Bangalore.

Student: Alright, so now let us begin the discussion. Mr. Deepak, what do you think that the last 5 years of financing and banking industry, how will it impact the India 2030 plan?

Student: If we talk about the different pillars of finance only, the government has taken steps in all the pillars like recapitalisation of banks, ok. Government has issued 2 lakh crores in their budget of 2017 and they have already issued 1.5 lakh crores to banks to come out from prompt corrective actions. Prompt corrective actions like bank cannot lend their money up to certain limit, so out of 21 banks 14 were under the PCA but now recently just because of recapitalization their strength has increased and they can lend money and then they come out from the PCA. Second thing is amalgamation of the banks, recently there is a news, like day before yesterday there is a news, 3 banks like PNB, PSB and OBC, they are also going to merge. So if they will merge then the operation will be smooth and there will be single power centre, decision center will be the one, that will impact a lot and that will be constraint on the NPS.

Student: How do you think that this will actually empower the people of India in developing themselves so that they can prosper in India 2030?

Student: The important thing is that the financial institutions are very important for the people as well as for government because they drive the economy, they generate resources for the people so that government can come with so many social policies for the people. Like recently there was a policy of health insurance, this is also backed by the financial institutions. Until and unless they do not have financial institutions backed up, government cannot come up with these kinds of policies. So this is backed by these kinds of policies and that is why this will prosper the...

Student: Do you think India can sustain these policies till 2030?

Student: Yes, definitely because significant efforts have been put on this and there are so many experts, apart from politicians so many IIMs, IIS kind of people are in this kind of policies and they are doing exceptionally well, they are putting their hard work there and they are very innovative in that one thing.

Student: Now we have seen that the Government and the Finance and the Banking industry is ready to support the future Indian citizens, but how can they develop the skills to actually prosper in the future coming years? How is the MHRD planning out Mr. Sahil?

Student: Okay, so when there are 21 IITs currently running and 20 IIMs running in the country, so these are the institutes which provide the decision-makers of the country. So we are planning to build up on this resource as a whole, increase the seats by 10 percent and also build up some more IITs and IIMs so that we could provide good facility to students who are ready to pursue their careers. So we are focusing and giving good budgets to them as far as the research is concerned. Along with the training is concerned, we are providing them resources, so where the students who cannot turn up there, physically cannot attend but through use of technology, we are building upon the technology as well, NPTEL courses are going on, then some other courses are going on through which students can enroll and see and get trained himself according to his need.

So if a person wants to be trained in say management and he is not able to come up to certain level or join an institute, he can sit at home, get that education, not physical but in terms of practical as well.

Student: So 10 percent increase in the size of the IITs and IIMs in terms of students' population?

Student: Yeah.

Student: Do you think that it is acceptable for the next 6, sorry, for the next 11 years?

Student: Ok.

Student: Will there be an increment plan or it is just starting at 10 percent?

Student: As far as the current scenario is concerned, the population of the country is going at a good rate, so we need to project and we need to see that how effectively we can implement

because we do not have that much of infrastructure. This is the initial thing that we initiate, we will open the boundaries to more students so that these people build upon their careers and they could also do well in their lives. Later on, IITs and IIMs will also build upon more number of seats and we are planning to increase and diversify them, not only in terms of the management or this engineering is concerned but also the research work.

Student: But again the question arises, whether you are compromising with the quality in terms of quantity, how will you compensate that?

Student: We are trying to balance both in terms of quality and in quantity.

Student: What are the policies that you are guys are planning?

Student: Ok, so we are going through a very thorough and very quick selection of the faculties as well because ultimately who will train the students, we need the faculties that is the human resource capital of the country. So we need very good minds from the country who will build up on those resources and we are ready to support them in whole way, and technology is definitely playing good role.

Student: As Mr. Sahil told that they are developing E-platform for the education of population of India 2030. So how is the telecom industry going to help them out? How are they going to develop on it?

Student: As far as telecom industry is concerned, we have noticed that there is significant demand for Internet services both in urban and rural India. As of now urban India has almost completely saturated with at least basic telecommunication services, but we are still expanding our Internet network both in terms of speed as well as capacity. Moreover in rural India, we are ensuring expansion of basic telecom services as well as Internet services and other value-added services as well. As such as I believe, popularity of online courses will increase significantly due to the efforts of telecom industry.

Student: Okay, will the future coming tech telecom industry will actually help the MHRD or only sell their product like their Internet packages to students? Because as we have seen most of our population is still very poor, they mostly live in rural areas. They cannot yet sustain themselves to the level that they can buy packages again and again and then go for courses. You should like, are you planning any collaborations there so that students can actually get benefits?

Student: As of now there are no collaborations existing. However, we have opened the possibility of collaboration provided all our strategic objectives are fulfilled.

Student: Alright, so Mr. Sahil, you have a point to raise.

Student: So, as we have made compulsory, as the government of India has made compulsory 2 percent of their profits in CSR, so companies like Tata and Google have come up with us with a project that will build 1000 railway stations this connectivity through Internet. So we have given other companies who have approached to us that you should provide these services of Internet not only in railway station, you can expand till rural areas. Because in urban areas it is, the Internet services have reached almost, but we want to reach to each and every single home, so this is the vision which government of India has for 2030.

Student: Maybe the telecom industry and the MHRD can develop on that solution. But we have ignored Mr. Mohit till now, so what would you think the plan of Railways will be for 2030?

Student: Plan of Railway is simple, we want faster transportation and we want safer transportation. For faster transportation we are developing the technologies in the field of semi-high-speed trains, and we are adopting the technology from Japan as well. And now we are also exploring the research in the area of Hyperloop, so we believe that by 2030 actually we will be having multiple bullet trains running across India not just from Mumbai to Ahmedabad, but maybe from Delhi to Mumbai as well, maybe from Bangalore to Pune as well.

Student: So what is your comment about the technologies that we are importing to our country, is it sustainable for us? Because coming years if the technology gets more expensive for us, it is a bad proposal for us, for our future as well, so what is your comment on that?

Student: Definitely, when you say the cost of the bullet train project, you have such questions. But the thing is, we are actually trying to develop an ecosystem in the country, we are not just importing it for one-time, we look this as a major transportation of country in the future. So I believe that the cost is initially high, however, we have developed certain institutes as well, Railway University as well in Vadodara and we believe that after a certain amount of time our citizens and prideful youth of India will be able to develop these technologies in the home.

Student: Maybe Mr. Deepak could shed some light regarding the finances of these plans.

Student: Regarding the budgets and all?

Student: Yeah.

Student: So recently government has, government is very enthusiastic regarding to Railways and they are projecting new the projects and there the budget has been increased. In last 2 years if you see that the budget has been collaborated, before that Railway budget explicitly was presented in the Parliament but now it is collaborated because the government is looking the value chain of entire country, entire functions ok, they do not want to separate anythings. Because of that they are collaborating everything and then they are locating the budget. So you can see that we have raised fund from Japan at 001 percent for Bullet train, so this is the part of finance and everything, so how to back up all the policies with the help of finance.

Recently, we have launched the Train 18, everybody knows about it, so it is also government's visionary plan and government is about to complete bullet by 2030 so that we have faster service.

Student: Mr. Sahil you were raising a point, so what do you want to add?

Student: I would like to know from Mohit that what MHRD can support the railway system because people are educating from the institutes but they are not getting proper skills, so we want to build upon those skills for youth of India.

Student: So any counters, Mr. Mohit?

Student: I believe that MHRD has helped enough right now but there are certain areas that we can explore together. As I have already mentioned that Indian Railways just built a National Railway University in Vadodara, the talent pool that we obtain from these universities will be specifically for the railway industry. However, earlier we have a system for civil service exams where Indian Railway service for mechanical engineers, and signals in transportation and other fields, branches were exclusively selected and trained alongside the students from different universities.

Student: The discussion that has been till now, I find it relatively close like next 4 years or next 5 years kind of planning. But I want to know, as every Indian want to know that what in India 2030 we would expect? For example, the pollution has been rising to another level, the

smart city promise is yet to get completed, there has been no particular proposals regarding it. Bank liabilities, we already have too much liabilities in terms of the international loans, what kind of planning we want to know about that? I want to know your comments on that, so starting from Mr Mohit?

Student: Well I said, if you are thinking of safer transportation, safer is not only in terms of accidents, it is also in the term of air pollution reduction in the society. Indian Railways if you have heard of it, they have actually transformed a diesel engine into a totally electric engine, we have developed this technology in India, thanks to the youth of India we are able to do that. And we are exploring the electrification of the railway tracks so that we do not have to depend on diesel that is import, the petroleum fuel that is...

Student: Still I find it very small initiative of yours although I appreciate it, but I find it very small initiative. I have, like we already know that in various European nations they have already shifted in the roadways industry, that logistics regarding to roadways, for example, trucks. So they have shifted from the fossil fuel running trucks to completely electric trucks and they have completely streamlined this process. So although India has a lag in the conversion of technology from outside to being indigenous, so what do you think the lag will be by converting those electric like bringing those electric trucks to our country as such? What will be the complete timeline and what will be the obstacles regarding it?

Student: If you want to run railways, you need to lay the tracks first and then you have to electrify the sections as well. For instance, we have this electrification project is not a small project, it is a nationwide project. So we have also imported GE locomotives General Electric locomotives, we have 60-70 billion dollar project for Delhi-Mumbai industrial corridor which is dedicated to only freight corridor. Dedicated freight corridor from Delhi to Mumbai.

Student: Okay, so how will this snowball in the future?

Student: The current pace of the logistics movement is very slow compared to what it will be in the future, almost it will double the current speed.

Student: Ok.

Student: Shivam, I completely agree with my friend, Mohit like initiatives are very small at this point but it will go up to certain period of time it will become large.

Student: That is the reason why we are here.

Student: And the first of all, the important point which you had is the liabilities, country's liabilities. So we have, we stand on fiscal deficit by 3.4 percent, this time we pegged by 3.4 percent, last year we pegged by 3.2 percent, so what is the difference? Fiscal deficit is that the government is entity which is taking money in terms of taxes and they are spending in the welfare of the, like budget kind of thing. Opposite here. So the difference between this 3.4 percent, because whatever money we have collected in terms of taxes, whose 3.4 percent we are raising from outside the country like World Bank or some other entities.

So it is a good signal for the country, until unless we want to be developed, we are a developing economy and we are developing by 7.8 percent of average GDP, so this is a very good indication for the country that we have fiscal deficit, it is indication of our infrastructure development so that we are raising the fund and we are very restricted, our country is very disciplined in terms of deficit....

Student: This is the situation that is geopolitical, but I want to know, the banks have also liabilities inside India as well.

Student: Let me complete it, first thing is this. Second thing is that we have taken very important steps for prospering the people, for supporting people like Mudra. Mudra is the initiative of financial institutions itself, so MSME's people can get a loan up to 10 lakh rupees so that they can increase their capacity or they can increase their businesses. Second thing is PSL Private Sector Lending, so there are certain sectors under that like agriculture, education and MSMEs, these are the sectors which are under the umbrella of PSL where every bank has to have a quota for that and they have to lend them only, so 10 percent-20 percent of their total loan, they cannot give all loans to big corporate houses.

Student: Will this umbrella consider the entrepreneurs, the local producers, will these include those?

Student: Yeah yeah, MSME is like medium sector...

Student: And entrepreneurs are being enforced by your policies as well?

Student: Yeah, and apart from that we are losing norms in GST as well, we have given lot of release to MSME sector in GST, we have increased their limits. Before they had to pay at 30 lakhs and now they have to pay 50 lakhs of their revenue. So these are the steps, very

important steps, and in the long-run this will definitely help India and this will prosper the country.

Student: Now considering that our financial expert and our railway expert, we can even say that they have knowledge about the logistics as well, now what is the take of MHRD regarding that?

Student: Earlier we used to run a campaign called School Chale Abhiyan but now we are building upon that. We have now went to smart education so that students just do not just physically require a teacher but through the use of technology we are making this thing compulsory for every CBSE affiliated school which will further in the coming 5 years all the state government schools should also implement this thing. So this will enhance the quality of education that we could provide to students and further the problem of unemployment can be solved. Also we have gone through skill development training session, so through that experts throughout the world can put up their... We have built a platform where experts will put up their training sessions where people will get physical training or they can take it online as well.

Student: But the question remains again that India 2030 expects a newer education system, our education system can be said one of the worst because it does not create that creativity or the kinds of skills that today's generation requires for future prosperity. Today's generation requires knowledge of various IT technologies, various I would say workings of industry as such. The biggest gap that is again and again told by the industry that academia does not follow the trends that we follow, so how MHRD is planning to cover that because it has to go from the basic level, from the school level, the students, the nation builders have to be trained in that matter?

Student: So what we have done, government has formed separate skill development ministry. So what that ministry is governing is that in every district they have opened, started opening that particular training programs where people will be trained in the specific training they require, whether it is 2 months-3 months, depending upon the capability.

Student: Here you mark the people as, people who are adults or teens or do you mark as students, the younger ones?

Student: See basically, education is the tool then we can build upon it. We are changing the education system like people will have online exams, we are supporting the environment

concern as well. So we are taking back the older methods of education and now students will be facing, directly interacting with the technology not only in terms of examination but in the terms of their classes as well.

Student: Alright.

Student: So students will be trained in the technological aspect...

Student: Before taking any more points I want to ask Mr. Snehashish what his take was regarding the discussion till now?

Student: As far as telecom sector is concerned, we are trying to create digital ecosystem wherein consumers all over the country, all our citizens will have access to digital content, both educational and non-educational at all times. We are also working on reducing the cost per consumer, cost borne by the consumer through investment in greenfield technology, it reduces the variable cost which will be transferred to the consumer. As such we expect that over the next 10 years there will be significant penetration of digital content across India, and the cost of the content will also reduce.

Student: We have seen a lot of time that the trickle-down effect the telecom industry presents to India because it was the telecom industry that brought us IT services, that made us a kind of IT giant in the world. So I feel that telecom industry is very essential for technology influx of our nation, so what do you think will be technological development in the telecom industry and how it will impact the future India?

Student: Until last year India had the most, Indian telecom industry mostly ran on legacy systems which are more or less obsolete. They had a low fixed cost but a very high variable cost which was transferred to consumers. However, due to investment in greenfield technology we now see that there is a high fixed cost and investment of over 2 lakh crore, but there is a very low variable cost which is now incurred by consumers. Consumers can now get 30-40 GB of Internet at less than Rs 100-200 a month which could not even be dreamt of a few years ago. As such we expect in a few years people will have access to consistent telecom services at any location in the country at very low prices.

Student: So before the statement of Mr. Snehashish, I saw Mr. Mohit and Mr. Deepak raised a point, so I will firstly ask Mr. Mohit what was your point that you wanted to add to the discussion?

Student: I was thinking that the paradigm that we are living in for the education sector, I think by 2030 will be quite different from today. For instance, the literacy rate and the skill we use to measure the literacy rate in India will be totally different. We will not be just saying that people who can read, speak and write in a certain language are literate in that language, we will be using what will be the disposable uses of those kinds of education. Education sector will probably evolve we acknowledge that, but I think the growth we will be seeing will be incremental not very rapid. So this is true for all the other sectors as well, even for communication sector as well, for the transportation sector as well or the finance sector as well, the growth we will be seeing in next 10 years will be incremental not rapid.

Student: So again the question becomes that I know as the saying goes, “Slow and steady wins the race” but how much slow and how much steady because other nations are as well growing. We say that we are the IT giant today, may be other country IT giant next time, we need to maintain our lead, so what will decide this rate that we should go for the development?

Student: Okay, I want to add that first we are not leading in education, we are not leading in railways or finance or communication sector, we are not leading anywhere. However, we have seen ground changes happening in the country, you see the advent of totally different technology in the country. We have been talking about Metro rail projects, you see they have actually transformed how the people in Delhi travel, approximately you can see the transformation of DTC Delhi Transport Corporation, and it is not the most preferred public transport system in Delhi now. We see Ahmedabad Rapid Transport System, we have seen metro acceptance in Kochi, Bengaluru and now in Lucknow as well. The thing is, the changes that we are seeing are actually going to be in the acknowledgement of what the people of the country are, what the people of country will do in the future.

Student: Okay Mr. Deepak, you had a point.

Student: Actually I want to narrow down my friend's point because he was talking about like what are the scales and how we are going to measure everything. I want to narrow down is that, our nation is doing exceptionally good on higher education kinds of things, we have all the top-class IITs, IIMs, AIIMs, Law colleges, Fashion designing, everywhere we have top institutions of government, but we are lacking on the ground level like primary education there, so there is a huge inequality between the CBSE, NCERT, ICSE and State Board. In State board also there are government schools which are not efficiently run by the

government, still the budget is allocated to them but this is not materialising in a way which is required. So that is the pillar where we are lacking and that is the learning process of the students where we are lacking. So my point is that what initiative our government is going to take and how we will like remedy of this problem?

Student: Last point I would say, make it please free.

Student: Ok, fine. So as Mr. Mohit has said that our country is going to get incremental changes, I would say, in the past 5 or 6 years cities like Indore, cities like Bhopal and small-small cities have bypassed Chandigarh and bigger cities in terms of their cleanliness is concerned, this has come only through education. So Ministry is implementing such courses in the curriculum of the students that students who are other nation builders shall be conceptualised now itself that what is the essential of cleanliness today. That what we used to allocate government hospitals that has been lessened just because of the changes in the patterns of what consumer used to dispose of their waste, so education is the tool and the youths are the nation builders for any country.

Student: I believe after hearing out all your expert points and your knowledge regarding the topic, I found that there is a common theme regarding the necessity of development of infrastructure, and the necessity of development of our human resource infrastructure as well. I was notified about very good policies that financially have been pointed out, and they say that we are very good in the financial position, we have very good financial position in the world, so we need not to worry, there will be good times coming up.

Student: Yes.

Student: Also in terms of logistics and operations and in terms of transportation you have pointed out that you are moving towards more green technology so the pollution that we are generating will lessen out, so that kind of fulfils my curiosity. Also the good things are coming out of telecom industry as well as they say that technology will grow at a very rapid pace and it will further decrease cost that our citizen faces in accessing Internet and will increase the coverage through the rural industry. So the common thing like I find is that again the very necessities, the knowledge and the development of our human resource and their training for the future is very necessary, so thank you.

Student: Thank you.

Student: Thank you all.

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Professor: So at the outset I congratulate all the participants and the moderator that is the wonderful presentation and participation has been done. And I am also sure that you must have noticed the difference between, you must have seen my earlier modules also and that is about the group discussion and the brainstorming session and now it was the panel discussion. And they have prepared very strongly on their areas where they have to speak and they have expressed their opinions and given a very good vision about the vision India 2030. And as finance expert, HR expert right and definitely the railway transportation and telecom, I believe that the way they have presented, you might have also enjoyed and this way we can take the benefit of the trainees those who are participating in the training program.

So it should not be one-way only from the trainer, but the trainees those who are the expert in their areas, they have to be invited and there should be this type of panel discussions and then you can identify that is the moderator who has taken very good initiative and talk to all the participants and encourage them. So we can find out, otherwise what will happen? Trainees will come, they will learn, participate in the training program just as a trainee and they will go back. But what will happen that they will not be able to get the knowledge of the experts, of the trainees also. So whenever the trainers get an opportunity to learn from the trainees also, he should not miss that opportunity, that is the message.

And please plan whenever possible wherever you observe that you are having the profile of your trainees and then maybe the young blood also, learn from them and ask them to come

and participate and everybody should learn, so that was the purpose of this panel discussion and I am very much satisfied and hopefully you must have also enjoyed this panel discussion. Again thanks to all of you.

Student: Thank you sir.

Student: Thank you sir.

Student: Thank you sir.

Student: Thank you sir.

Student: Thank you sir.

Professor: Wonderful! And thank you very much.