

## **Short Term Certificate Course in Personality Development and Public Speaking for Persons with Disabilities**

*“To succeed, we must first believe that we can”, Michael Korda*

‘We can’ were the two words with which began the short term certificate course on Personality Development, on the 10<sup>th</sup> August, 2009. The course was not one amongst the many others run by a professional institute but a special one - meant specifically for 25 students with disabilities. The day marked the beginning of a pilot initiative launched by FICCI – SEDF in collaboration with Bhartiya Vidya Bhawan, an institution dedicated to the promotion of education and culture, supported by AccessAbility, a leading universal design and disability employment specialist agency. From our experience of working in the area of employment of persons with disabilities, we realized that while there are a large number of persons with Disabilities who may have the required educational qualifications and experience for a suitable job vacancy, it is their lack of confidence and self esteem (or overall personality and outlook) that many a time prove to be a hindrance in their getting the job.

The primary objective of the course was to scale up the confidence of these job deserving persons with disabilities and enhance their employability by teaching them basic language skills, business communication, corporate etiquettes and manners, time management etc. The teaching was through the latest Audio Visual aids to ensure faster learning to acquire facts, skills, and methods that can be retained and used as necessary. The curriculum helped all the twenty five students of this pilot batch overcome their hesitation and attain the art of excelling in Public Speaking. Through spontaneous exercises including role play the students learnt the art of quick thinking, which is one of the much demanded qualities in the corporate world. The grit and determination of the students to prove themselves was applauded by the training institution after witnessing a near cent percent attendance even on days when it rained heavily in Delhi and almost the whole city had come to a standstill. A valedictory event was organised at Bhartiya Vidya Bhawan on 14<sup>th</sup> September. Mr. J. Veeraghavan, Director, Bhartiya Vidya Bhawan, Prof. N. N. Pillai, Principal, SP College of Communication and Management, Bhartiya Vidya Bhawan, Mr. Paresh Tewary, Director, FICCI–SEDF and Mr. Sachin Verma, Co-Founder, AccessAbility, blessed the students and encouraged them to take on the challenges in life with courage. Seven students were felicitated with monetary incentives by Sony India, during the ceremony for cent percent attendance. The students at the end of the event profusely thanked the organizers of the course as well as their faculty Dr. Roopa Srinivasan for being a perfect mentor and in bringing about a sea change in their personalities at the end of the course.

Subsequent to the completion of the course, most of the students got an opportunity to work at Shilpotsav organised at the Delhi Haat from 25<sup>th</sup> September, 2009, through ARUNIM (Association for Rehabilitation under the National Trust Initiative in Marketing). Besides

training the students in retail management skills, the students would also be provided with a certificate of participation by ARUNIM at the end of the event.

The course in Personality Development was a learning experience for all - for the students it meant a significant overhaul of their personality. The gleam in their eyes at the end of the five weeks course indicated their determination to face the challenges of life with a new zeal. The enthusiasm with which Bhartiya Vidya Bhawan took up initiative could serve as an excellent precedence for others to follow. If the inclusion mechanism is in-built in the system, and students with disabilities are encouraged to participate, then we can actually develop a strong work-force, which has been left out for so many years, to actually contribute to the economic development of the whole society. For us and AccessAbility, the response received from the students with disabilities and the educational institutions has given us an encouragement to take up many more such initiatives in future.

Our aim is two-fold – on one end it is to equip the students with disabilities to acquire confidence as well as neo economic skills and on the other encourage the member corporates of FICCI to employ a diverse work-force by employing the skilled people with disabilities.

Names of students who attended the course on Personality Development:

Mr. Parvez  
Mr. Ikrar Khan  
Mr. Abhigyan Kumar  
Mr. Mohammad Yunus  
Ms. Babita  
Ms. Sweety  
Mr. Sukhchand  
Ms. Ena Garg  
Mr. Satish Chand  
Mr. Deep Chand  
Mr. Sudhir Kumar  
Mr. Abdul Raees  
Mr. Dharendra Kumar Sharma  
Mr. Mohammad Mustafa  
Mr. Gajendra Singh  
Mr. Naveen Joshi  
Mr. Krishan Singh Rawat  
Mr. Ravinder Singh  
Mr. Satyajeet Singh  
Mr. Pintu Kumar

Quotes from the students:



*“The cumulative output of this course, according to me, is that all the students are highly motivated to put in their best effort in overcoming all the obstacles in their path to success”, Md. Musthafa*

**Call for your support:**

You can contribute by partnering with us in our quest to enhance employment opportunities for people with disabilities. You could sponsor such courses for students with disabilities. For more details, you can contact us at [sedf@ficci.com](mailto:sedf@ficci.com)