

HKCP ALUMNI BULLETIN

Issue – III, September- 2011

From the Editors Desk:

Dear Alumni,

The festive season is upon us and so let us enjoy the feast of great reading of bulletin of our college.

Good news is that we have started M.Pharm. Course in Pharmaceutics from this year. Students now can fulfill the passion of completing the higher education in the campus itself.

In Campus News section we have introduced new Faculties, Results and Hospital visit by Sem III students.

In 'Success Secret Series' the present issue carries an article on professional aspects of pharmacy- Good managerial skills by very outstanding faculty, Priyanka Goswami-Shah. As the every well performed team needs a captain and captains are not made overnight, they emerge from well groomed and self motivated performers at the grass root operations. This article will help career aspirants in improving the managerial skills.

As I take the opportunity to present issues in pharmacy profession, I feel strongly that we have to start a campaign about awareness of self medication. At one side there is booming medical tourism in India and on the other side larger percentage of population have been found using self medication. People end up with serious consequences of kidney damage and addiction to drugs because of self medication. Many drugs as anti migraine, pain killers, anti anxiety, common cold, antibacterial and aphrodisiac are purchased from a chemist without any prescription. Many times second half of the treatment is considered as self medication. Eg Course of antibiotics is not completed or leaving the medication for chronic diseases half way. High cost of medicines, doctors unreachable to remote places and lack of time are some of the reasons of self medication. Facilities such as doctor on line, mobile dispensaries, counseling by a pharmacist will definitely reduce the practice of self medication in India.

As ever we always work towards giving you more and more of news about college, do send us your views and suggestions.

Sushruta Mulay.

scientific.cell@hkcollege.ac.in, sushruta.mulay@hkcollege.ac.in

Campus News:

❖ Results - Final year 2010-11

- Neha Chaudhari - First
- Sadaf Memon - Second
- Priyanka Mantri - Third

❖ Gpat -2011 Results: All India Rank

- | | |
|--------------------|------|
| • Maria Lal | 916 |
| • Sadaf Memon | 2407 |
| • Dharmendra Varma | 4231 |
| • Preetesh Mishra | 4450 |
| • Priyanka Mantri | 7291 |
| • Priyanka Goswami | 8053 |

❖ **Seminar** on Faculty Development programme was conducted at campus on 28-29 July 2011. The following learning objectives were discussed,

- Innovative teaching methodology- Dr Shefali Pandya.
- Domains of learning-Supriya Deka.
- Conflict management- Dr Geeta Shetty.
- E- Mail Etiquettes- Ashima Deshmukh.

❖ **Promotional Seminar on Medical writing** was arranged on 19-07-2011 by CIRO CLINPHARM, Thane Topics were Regulatory, medical and safety writing, publications, best practices and co authoring in medical writing.

❖ **New instruments addition: HPLC-Shimadzu LC-20 AD and FTIR-4100-Jasco**

- ❖ **Field Visit to a multispeciality hospital: Students of Semester VII** visited Saifee Hospital, Charni road, Mumbai on 2 and 3 August 2011 to learn about practical approach of hospital pharmacy and drug store management. It was guided by Mrs. Zarine Khety HOD- Pharmacy Dept.

Publications:

The following articles have been published from the research guidance cell of Institute, which are available in respective journals as well as online:

- **Dr. Anubha Khale-Principal and H.O.D.-Pharmaceutics “Composition and characterization of metered dose inhalers (MDI)”**-Research Journal of Pharmacy and Technology, vol 4, issue 5, 704 - 709 May 2011.

The review article is about various excipients required in formulation of and different evaluation tests required on MDI.

- **Dr. Anubha Khale- “Formulation and process optimization study of salbutamol sulphate liposomes”**, Inventi Rapid – vol2011/issue 2, June 2011.

The research article is based on formulation aspects of salbutamol sulphate-phosphatidylcholine loaded liposomes in pulmonary sustained drug delivery by metered dose inhalers.

- **Mrs. Jaya Agnihotri: Faculty-Dept of Pharmaceutics “Targetting: New potential carriers for targeted drug delivery system.”**- International Journal of Pharmaceutical Sciences Review and Research, vol 8 issue2 June 2011 page 117 to 123.

The review article tells about various carriers used as targeted drug delivers.

- **Mrs Sushruta Mulay: Scientific officer “Validation of sterile processes and concept of barrier isolators”**- Research journal of pharmacy and technology, vol 4, issue 6, 861-866, June 2011.

The review article tells about some important methods of validation used in parenterals manufacturing their scope of testing the applicable standards.

Introduction of New faculties:

❖ Dr.Mrs Sonali Kapse:

- Pursued PhD (Tech) in Pharmaceutics from Institute of Chemical Technology (ICT),Mumbai.
- Research interests- Transmucosal, polymeric nanoparticulate, bioadhesive, colloidal drug delivery systems(NDDS) and solid dosage formulation.
- Presented research posters at International Symposium on “Advances in Technology and Business Potential of New Drug Delivery Systems” organized by Controlled Release Society-Indian Chapter and Indo-Japanese International Conference on Advances in Pharmaceutical Research and Technology.
- Industrial experience: Encube Ethicals Pvt. Ltd and Neon Antibiotics Pvt. Ltd.

• Dr. Mrs Rajeshri Dhurke

- Pursued PhD (Tech) in Pharmaceutics from SNDT University, Mumbai.
- Research interests- Development and evaluation of osmotically controlled drug delivery systems.
- Published 7 research papers in various national and international journals.
Presented 16 research posters on Osmotic drug Delivery Systems" .
- Industrial experience Worked as a research associate (for TheraQuest Biosciences Inc. Blue Bell, USA)

❖ Mrs Neelam Kamble:

- M.Pharm.-Pharm.Medicinal Chemistry. Has excellent teaching experience in ,
-Govt Polytechnic, Ratnagiri.
-Govt College of Pharmacy ,Karad .
- Rajarambapu College of Pharmacy Karad.
- P.V. Polytechnic SNDT University, Mumbai.

Success Secrets Series:

Professional aspects of pharmacy as a career **Good Managerial Skills**

Every man who wants to develop his personality also wants to become popular. Man's life is a burden without popularity. If we leave aside certain action, there is not much difference between a man and an animal. If one wants to progress in life then one has to honestly analyze the traits of character.

Ideal managerial skills should be described below:

Personality

One should have usually positive, charismatic, calm, assertive, and self-confident personality. One should be authentic, able to focus on others, and masters at active listening. One has to make others "feel important". One has to smile easily and not to take life too seriously.

Moral Standards

Subjective value has a meaning beyond the ego and Prakrti, beyond the Freudian Eros, beyond personal desire fulfilment. When Yajnavalkya says "all are dear for one's own sake" he seeks to point out the spiritual fulfilment. The words 'relative' or 'contextual' do not imply that there are no universally perceived and agreed upon values which are intrinsic-beyond the immediate, and which are pursued for their own sake. According to modern management satisfaction is the highest value. The harmony between individual fulfillment and social well-being is implied in the Karma Yoga ideal, of serving the world as Lord's manifestation. As being manager, one should not forget moral values.

Communication & listening skills

To be a good manager, one has to like people and be good at communicating. This is hard to fake. If one doesn't enjoy interacting with people, it'll be hard to manage them well. One must have a wide range of personal contacts within their organisation. One needs relationships - not

necessarily personal friendships - with a fair number of people, including own employees. One must encourage these people to tell what's going on and give feedback about what people are thinking about the company and ones role in it.

Attitude

One has to have optimistic attitude. No one wants a manager who is calm but indifferent. One likes a manager who is going to approach each project and each work day with an optimistic attitude, who will come in smiling and who will express genuinely good feelings about the work, which one is doing with ones team. Give people a sense of the importance of what they're working on. This will help to keep morale in the business high which leads to satisfied employees.

Leadership skills

1- Coercive: One forces you to do what they want and tell you where the door is if you don't like it. The style is most often used on lower workers that do not have a voice and perhaps do a lot of repetitive tasks. Coercive style is used because of how easy it is to manage without learning about the people. The style only works when employees have little value and can be replaced easily.

2- Authoritative: Authoritative style is about taking control. It means the leader has a clear vision and communicates that vision in the group. The authoritative style makes one to take any corrective action that is not in harmony with the vision. This style does not necessarily mean a manager is out there barking orders all day long. People can be empowered, but the vision and drive come from the leader.

3- Democratic: The democratic style asks for people's opinions and tries to make the most people happy. What people do is to ask for people's opinions. What happens, in most cases, is the opinions are not used. The idea of asking for opinions is simply to make the employees feel as though they have some say. Democratic leadership can work for higher employees that value intelligence and ideas. However, at some point, the authoritative style must also be used. One can't please everyone.

4- Pace Setters: Pace setting might involve keeping track of what everyone does and pitting

them against each other. In production environments the pace setter approach is effective at getting the work done fast. The manager will often have quality control issue and that must be managed well for pace setting to work. As far as the people go, there will be a lot of fighting. People will resent those that are not as fast and workers will manipulate others and the environment to help their own statistics improve. The bottom line is that teamwork will not flourish and people will be unhappy.

5- Coaching: The coaching style is good for highly motivated employees. The idea is that one can just talk with people and encourage them to make changes. One does not need to make threats and try manipulation. The coaching strategy is good for some of the best employees. People that are bright and motivated will resent some of the other leadership styles.

6- Affiliative: The affiliative style is about making the employees get along and feel good. The leader should use a lot of praise and help to resolve conflicts. Affiliative leadership is good for organizations that are highly stressful, volatile, and need reassurance. The down side of affiliative leadership is that poor performance is not taken seriously. The great leader can use affiliative leadership when needed and switch to authoritative to get rid of poor performers.

Motivation and Encouragement

One has to know how to build teams. One has to evaluate strengths and weaknesses of employees. One has to give challenging tasks for personal growth and encourage by providing opportunities. One has to build self confidence in employees by keeping faith on their capabilities. One should help people to move from mere 'efficiency' to 'effectiveness'. One has to lead people to high job satisfaction and motivation. One has to give specific guidance and right feedback. One has to give due recognition & reward to team members for doing excellent work.

Time Management

Time management is very essential as being manager.

Project management → Time Management can be considered as a project management subset and is more commonly known as project planning and project scheduling.

Attention management → Attention Management relates to the management of cognitive resources, and in particular the time that humans allocate their mind (and organizations the minds of their employees) to conduct some activities.

Personal knowledge management → Time management strategies are often associated with the recommendation to set personal goals. These goals are recorded and may be broken down into a project, an action plan, or a simple task list. For individual tasks or for goals, an importance rating may be established, deadlines may be set, and priorities assigned. This process results in a plan with a task list or a schedule or calendar of activities.

Work-Life balance:

The most valuable qualities one can develop within them are patience, kindness, and consideration for other people. Although machines and chemicals don't care for scream and curse at them, people do. Your subordinates are not just engineers, scientists, administrators, clerks, and programmers they're people, first and foremost. People with families, friends, likes, dislikes and feelings. Respect them as people and you'll get their respect and loyalty in return. One has to recognize family and other personal responsibilities and interests and help subordinates to maintain balance between personal and professional life. One has to encourage people to have fun within teams.

Just and Impartial

One has to adopt authentic approach. One should follow equality principal. One should take Ownership of the work done / to be done.

Discipline and Focus

Discipline is the ability to choose and live from what one pays attention to. Discipline as self-mastery can be exhilarating! One should serve as a role model and show the ability to live. One has to be focussed for organization's constant growth and development. It's the manager's commitment that pulls the team forward during trying times.

Knowledge & Technical Proficiency

The manager is going to be someone who is capable of answering the questions of customers, clients and staff members. This means that one has to know how to talk, what to talk, where to talk, whom to talk & what not to talk. One should be technically proficient as a job role.

Effective managers refine and hone their understanding and skills by constantly reading up on current literature in the field. One also keeps pulse close to ones organization by daily contact with employees and supervisors.

Conflict-Resolution

Serving as this type of middle-man is also going to put the manager into the position of having to act as a liaison between people in the company. One should act as a liaison between the lower-level and upper-level employees. In order to be able to do this position well, the manager, one hires is going to be capable of handling conflicts in the office place.

Patience

The role of being a manager can be a tough position to be in. There is a lot of stress involved in the daily tasks of management. A number of problems will arise throughout the course of any given day and the manager is responsible for handling those things well. One will hire a manager who is able to remain calm and patient more often than not. A calm manager will keep the entire office calm which will lead to increased productivity and a better workplace overall. This will ultimately grow organization.

Being available

As a manager, there are a million things to worry about besides the report sitting in mailbox and waiting for approval. But to the person who wrote that report, each day's delay causes frustration, anger, worry, and insecurity. So, although one has got a lot to do, give first attention to approving, reviewing, and okaying projects in progress. If employees stop by to ask a question or discuss a project, invite them to sit down for a few minutes. If pressed for time, set up an appointment for later that day, and keep it. This will let people know genuine interested in them. And that's something they'll really appreciate.

Improve the workplace

People are most productive when they have the right tools and work in pleasant, comfortable surroundings. If people complain about work conditions, listen. These complaints are usually not made for self gain, but stem from each worker's desire to do the best job possible. And by providing the right equipment or work space, one can achieve enormous increases in output which is open with a minimal investment.

Positive Criticism

Effective managers avoid negativism and try assuming positive critical roles. They solve problems by analyzing ideas and not by criticizing or scolding.

Be Open to Ideas

A truly productive department is one in which every employee is actively thinking of better, more efficient methods of working ways in which to produce a higher quality product in less time, at lower cost. To get this kind of innovation from people, one has to be receptive to new ideas. And while listening to new ideas, be open minded. Don't shoot down a suggestion before hearing fully. Many of us are too quick, too eager, to show off our own experience and knowledge and say that something won't work because "we've tried it before" or "we don't do it that way." Well, maybe one tried it before, but that doesn't mean it won't work now. And having done things a certain way in the past doesn't mean it is the best way. A good manager is open-minded and receptive to new ideas.

Creation and Constant Improvement

Effective managers always want new creation. One can implement by welcoming new ideas. One will support their employee by constantly improving them.

Give People a Place to Go

If a worker doesn't have a place to go a position to aspire to, a promotion to work toward then his job is a dead end. And dead-end workers are usually bored, unhappy, and unproductive. Organize the department so that everyone has opportunity for advancement, so that there is a logical progression up the ladder in terms of title, responsibility, status, and pay. If this isn't

possible because department is too small, perhaps that progression must inevitably lead to jobs outside the department. If so, don't hold people back; instead, encourage them to aim for these goals so that they will put forth their best efforts during all the years they are with you.

Concluding note:

The alumni are requested to register their names as member of 'HKCP alumni association' by paying a fee of Rs. 100 in the office.