



HSNC University, Mumbai

Faculty Development Program

DATE OF EVENT : 5th January to 9th January, 2026

NAME OF EVENT : FDP on Idea to Incubation

NAME OF PARTICIPANTS : Ms. Anjali Sutar
Dr. Soumya Dubey

RESOURCE PERSON : Mr Shrikant Kunden
Mr Ashish Kalas
Mr Abhijeet Pawar
Mr Abhijit Pisal
Mr Dinesh Israni
Mr Deovrut Jadhav

OBJECTIVES OF THE PROGRAM-

To sensitize faculty members towards innovation, entrepreneurship, and startup development

- **To provide a comprehensive understanding of the complete startup journey from idea generation to incubation**
- **To enhance skills in real-world problem identification and need analysis**
- **To introduce design thinking and innovation frameworks for academic and practical application**

- **To develop faculty competency in root cause analysis using tools such as 5 Whys and Fishbone diagram**
- **To promote creative ideation and hands-on prototyping skills**
- **To strengthen faculty mentoring abilities for student innovation and Startup initiatives**
- **To create awareness about startup ecosystems, USP development, pricing, and customer clarity**

BRIEF REPORT OF THE ACTIVITY-

The Faculty Development Program “Idea to Incubation” was organized by the Maharashtra State Faculty Development Academy in association with Rayat Shikshan Sanstha (Center for Invention, Innovation and Incubation) and Rayat CII. The program was conducted from 05 January to 09 January 2026 at the Maharashtra State Faculty Development Academy, Pune. The FDP was open to faculty members from Higher Education Institutions.

The program was designed to provide both theoretical insights and practical exposure to the startup and innovation ecosystem. Various sessions were conducted on real-world problem identification, need analysis, design thinking, and innovation frameworks. A live problem discovery challenge enabled participants to understand practical aspects of identifying and validating problems.

Special emphasis was given to root cause analysis using tools such as the 5 Whys technique and Fishbone diagram, followed by sessions on creative ideation techniques. Hands-on sessions on dummy prototyping allowed participants to translate ideas into tangible solutions. The FDP also offered valuable insights into startup and incubation ecosystems and highlighted the role of faculty as mentors in fostering student innovation and entrepreneurial activities.

The sessions were interactive and participative, encouraging collaborative learning, critical thinking, and experiential understanding among the participants.

OUTCOME OF THE PROGRAM-

- Faculty members gained a clear understanding of innovation and incubation processes
- Participants developed practical skills in problem identification and solution design
- Improved competency in applying design thinking and innovation tools
- Enhanced ability to mentor students in startup and innovation-based activities
- Increased awareness of startup ecosystems and incubation support mechanisms
- Contribution towards creating an innovation-driven academic culture





