



Nurturing Future Leadership Program

Under the aegis of

**Malviya Mission Teacher
Training Programme (MMTTP)
IIT (ISM) Dhanbad**

Introduction

As India assumes an increasingly prominent role in the world, there is an urgent need to inculcate leadership development in higher educational institutions (HEI) both among students and faculty. Leadership development for faculty members envisioned to make “Everyone a Leader” to be able to create an empowered workforce with an open and participative culture will not only help prepare some of them for educational leadership roles, but also be of intrinsic benefit even to those faculty uninterested in assuming leadership roles, by helping them excel in their own research and teaching pursuits, and in enabling them to inculcate leadership skills amongst their students, bringing tangible and wide-ranging benefits to the nation. This need for trained and experienced institutional leaders is also outlined in the National Education Policy (NEP) 2020, which inter-alia stipulates that: -

- (i) Faculty excellence will be incentivised by way of appropriate rewards, promotions, recognition and movement into institutional leadership.
- (ii) Presence of outstanding and enthusiastic institutional leaders that cultivate excellence and innovation is the need of the hour.
- (iii) Excellent faculty will be identified early and trained through ladder of leadership positions.
- (iv) Outstanding leaders will be identified and developed early, working their way through a ladder of leadership positions.

About the Programme

In order to nurture faculty at different level particularly at the early stage of their career, thereby creating a pool of potential leaders for generational transition, the Ministry of Education has conceptualised faculty leadership development programme namely ‘Nurturing Future Leadership Program’, under the aegis of Malviya Mission Teacher Training Programme (MMTTP). The programme is envisioned to make “Everyone a Leader” to be able to create an empowered workforce with an open and participative culture. This will be a prestigious, selection-based leadership development programme which is open for all levels of faculty of public funded higher educational institutes. A residential programme of 5 days would be delivered by IIT(ISM) Dhanbad

Programme Objectives

As India takes on an increasingly significant role globally, there is a pressing requirement to instil leadership development within higher educational institutions (HEIs) for students and faculty. The aim is to equip faculty members with leadership skills, not only to prepare some for academic leadership roles but also to benefit those less inclined towards leadership by enhancing their performance in research and teaching. This, in turn, enables them to impart leadership skills to their students, contributing to substantial and diverse advantages for the nation. Aligning with the overall aim, the specific objectives of the program are

- i. To build ecosystem to inculcate leadership skills in faculty members at levels early in their career to advance both individual and organizational goals.
- ii. To be a broad-based leadership development programme (for all faculty across all levels)
- iii. To expand the pool of potential leaders for the range of leadership positions
- iv. To prepare faculty to contribute effectively and proactively in collective decisionmaking, shared governance, developing initiatives, problem solving
- v. Training the best faculty through a rigorous selection process
- vi. Enabling institute administration to assess leadership quality of their faculty through this program

Participants

Faculty from centrally-funded institutes, Institutes of National Importance, as well as UGC and AICTE recognized universities, colleges, and standalone institutes

Eligibility for Nomination / Selection

The participants must be permanent faculty at recognised institutes with at least 3 years of teaching experience

Batch size - 30 participants.

Mode of delivery - 5 Days Residential Programme



Pedagogy and Program Module

The program is will be of five days duration. The training as per the module will be conducted by experts from through interactional techniques emphasizing learning and development rather than teaching and instruction. A host of methods will be used including case studies, Group discussion, Role play, Management games, Debates, experiential 3 learning and collaborative lectures. Audio –visual back-up will supplement and facilitate the learning experience. The program covers a broad spectrum of modules aimed at holistic leadership development. Covering Teamwork, Communication, Professional Skills, Critical Thinking, Self-management and Conscientious Citizenship. The detailed program is given below:

Five Day Training Program Module on ‘Nurturing Future Leadership Program’ 18th March, 2024 - 22nd March, 2024

Day 1: Leadership: The Preamble

- Leadership in Academic Practice
- Leadership, Motivation and effective performance: Unearthing the link
- Role of Ethics and Values in Leadership
- Need for Leadership ecosystem in Academia

Day 2: Achieving Personal Excellence as A Leader

- Personal leadership styles and Traits
- Assertiveness and confidence Building
- Managing Emotions at the work-place and Interpersonal relationship
- Decision making for leading changes

Day 3: Exerting Influence As A Leader: Know Others

- Verbal Communication skills
- Nonverbal Communication skills
- Stress Management Networking and Social Capital
- Unconscious Group Dynamics and conflict resolution

Day 4: Expanding Leadership Potential of Self and Others

- Unleashing Potential through n-ach
- Transformational Leadership practices with special reference to Academia
- Developing Negotiation Skills: Influence and persuasion
- Team Building for collaborative decision making

Day 5: Visionary leadership in Practice

- Strategy formulation and implementation for Institutional Excellence
- Creating culture of learning mindset for the individual and organizational growth
- Coaching and mentoring Leaders
- Conscientious Citizenship

Assessment and Certification

Upon successful completion of the programme and passing the test, the participant shall be awarded with a certificate from the host institution under the aegis of Malviya Mission Teacher Training Programme (MMTTP).

HOW TO APPLY?

Registration Link: <https://mmc.ugc.ac.in/registration/Index> or Scan QR code



Since limited seats are available, the selection of candidates will be on first cum first basis.

REGISTRATION FEE

Interested participants should submit their prescribed registration form along with the nomination from Head of Institution to the coordinators of the program. The course fee for this fully residential Program is funded entirely by the Ministry of Education. The cost of travel (to and from host institution) shall be borne by the participants' institutions.

VENUE OF THE COURSE

Malviya Mission Teachers' Training Centre, I2H Building,
Indian Institute of Technology (ISM) Dhanbad

PROGRAMME COORDINATORS



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