

February 2024

भारतीय प्रबंध संस्थान रायपुर
Indian Institute of Management Raipur



Five Days Residential Programme

On

NURTURING FUTURE LEADERSHIP

Under the aegis of

Malaviya Mission Teacher Training Program (MMTTP).



Introduction

The world of academia calls upon academics to deploy skillsets best honed with focus and solitude. Intellectual rigor, convergent thinking, deep focus, and single-minded pursuit of academic excellence are sine qua non for meaningful progress through the academic echelons. These well-honed cognitive skills hold the academics in good stead through their journey in the rigorous world of academia.

Administrative responsibilities, however, require the erstwhile academics to function in roles that need a different skill set. As heads of teams or institutions, academic administrators must deal with scores of people and rapidly move across varied tasks quite far from their specific areas of expertise. In addition to academic excellence and integrity, this role now requires an arsenal of skills such as teamwork, emotional intelligence, negotiation, and leadership skills for leading self and others to organizational excellence.

Besides administrative acumen, these positions also call for familiarity with the statutory and regulatory requirements as well as government processes on procurement and general financial rules (GFR). An administrator is expected to be familiar with the intricacies of recruitment processes, tendering and contracting, judicial matters and litigation, RTI, and POSH.

The need to bridge this gap for the academic administrator has been appreciated for some time. Malaviya Mission Teacher Training Programme is a concerted effort to equip the potential academic administrator with the appropriate skill set for this new role.

IIM Raipur is best placed to assist in achieving these lofty objectives. The Centre for Public Management, IIM Raipur, will bring together an eclectic group of education administrators, deep academics, and policy practitioners for this program. The program is situated in the proper context, and the required soft and professional skills are imparted through suitable training tools.

Center for Public Management at IIM Raipur

The Center for Public Management of IIM Raipur aims to provide curated content of conceptual frameworks and their practical public sector-related applications for building the capacity of public functionaries at various levels. Participants also gain a valuable understanding of development and management concepts from classroom discussions and extensive interaction with fellow participants from other organizations.

About the Programme

Programme:	5-Days Residential Programme
Target Audience:	Faculty from Centrally Funded Institutes, Institutes of National Importance, UGC, and AICTE-recognized universities
Eligibility:	The participants must be permanent faculty at recognized institutes with at least three years of teaching experience.
Mode:	Physical/Offline Only
Batch Size:	30 Participants
Date:	11 th – 15 th March 2024

* Participants are requested to arrive a day before the programme.



Objectives

- To build an ecosystem to inculcate leadership skills in faculty members at levels early in their careers to advance both individual and organizational goals.
- To be a broad-based leadership development programme
- To expand the pool of potential leaders for the range of leadership positions
- To prepare faculty to contribute effectively and proactively in collective decision-making, shared governance, developing initiatives, problem-solving.
- Enabling institute administration to assess the leadership quality of their faculty through this programme.

Pedagogy

The pedagogy of the programs includes group exercises, focus group discussions, exercises, case studies, experiential learning, interactive lectures, classroom discussions, interactions with senior functionaries of the host institute, industry leaders, and field trips if required.

Assessment and Certification

Upon successfully completing the programme, the participant shall be awarded a certificate by IIM Raipur under the aegis of the Malaviya Mission Teacher Training Programme (MMTTP).

Expected Outcomes of the Programme

Upon successful conclusion of the program, the anticipated benefits include:

- Enhanced proficiency in leadership skills, team management, communication skills, and critical thinking among participants.
- Establishment of a reservoir of proficient institutional leaders through comprehensive training.
- Enhancement of the administrative capabilities of higher education institutions.

Duration and Venue

The programme is scheduled for **11th – 15th March 2024** at IIM Raipur.

Detailed Schedule

Activity	From	To	Venue
DAY 1:			
Inauguration/Context Setting/ Overview	09:30 AM	11:00 AM	Maina, IIM Raipur
Exploring self (<i>Self-Management</i>)	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Exploring values: Value diamond/ Ethical dilemma (<i>Self-Management and Conscientious Citizenship</i>)	02:00 PM	03:45 PM	Maina, IIM Raipur
Leadership in action (<i>Self-Management and Team Work</i>)	03:45 PM	05:00 PM	Maina, IIM Raipur
Campus Tour and Visit to Local Tribal Temple	05:30 PM	07:00 PM	



DAY 2:			
Communication Skills (<i>Session - I</i>)	09:30 AM	11:00 AM	Maina, IIM Raipur
Communication Skills (<i>Session - II</i>)	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Communication Skills Activity (<i>Teamwork</i>)	02:00 PM	03:45 PM	Maina, IIM Raipur
Feedback Management (<i>Teamwork</i>)	03:45 PM	05:00 PM	Maina, IIM Raipur
Fireside Evening Chat with Industrialists	06:00 PM onward		Kesariya Lawn, IIM Raipur
DAY 3:			
Nurturing others (<i>Leading Others and Team Work</i>)	09:30 AM	11:00 AM	Maina, IIM Raipur
Emotional Intelligence/ Stakeholders mapping (<i>Leading others and organizations</i>)	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Perspective building on Influencing (<i>Leading others and organization</i>)	02:00 PM	03:45 PM	Maina, IIM Raipur
Influencing debriefing (<i>Leading others and organizations</i>)	03:45 PM	05:00 PM	Maina, IIM Raipur
DAY 4:			
Critical Thinking/ Nurturing Curiosity (<i>Session - I</i>)	09:30 AM	11:00 AM	Maina, IIM Raipur
Critical Thinking/ Nurturing Curiosity (<i>Session - II</i>)	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
The leap from an academic to administrator – Experience sharing (<i>Skillsets for an Administrator</i>)	02:00 PM	03:45 PM	Maina, IIM Raipur
Planning vs implementation – Activity (<i>Teamwork/ Leading organization</i>)	03:45 PM	05:00 PM	Maina, IIM Raipur
Fireside Evening Chat with Education Leaders	06:00 PM onward		Kesariya Lawn, IIM Raipur
DAY 5:			
Required skillsets for an administrator (<i>Session - I</i>)	09:30 AM	11:00 AM	Maina, IIM Raipur
Required skillsets for an administrator (<i>Session - II</i>)	11:30 AM	01:00 PM	Maina, IIM Raipur
Lunch Break	01:00 PM	02:00 PM	Tandula, IIM Raipur
Feedback consolidation	02:00 PM	03:45 PM	Maina, IIM Raipur
Goal setting/ Valediction (<i>Self-management</i>)	03:45 PM	05:00 PM	Maina, IIM Raipur
Director's Dinner	07:00 PM onward		Director's Residence, Arna

**As per IIM Raipur policy, the detailed content is prepared after sustained interactions with partner clients to identify training needs. Specific topics shall be mutually discussed, and the course plan shall be finalized after the client's due acceptance.*

Commercial

The program is being fully funded by the Ministry of Education, GoI. This is a residential program, and IIM Raipur will take care of the participants' on-campus board and lodging (single occupancy).

However, the travel costs of the participants shall need to be borne by the respective HEIs themselves.



If the HEIs opt to nominate more than 2 participants, they will have to bear the total cost (cost of training and travel) for those additional participants.

Total Program Fees for each participant in a batch for five days = **Rs 50,000/- + GST.**

Please note: 100% of the payment must be done in advance before the commencement of the program.

This quote includes:

- Accommodation for participants at IIM Raipur's MDP Centre.
- Executive Meals (Breakfast, Lunch, and Dinner).
- Conference Tea and Coffee with snacks (twice).
- Program Kit that includes related books, study material, case studies
- Airport/Railway Station Pick-up and Drop-off service for all participants
- One day before check-in and one-day post-check-out facilities.

Programme Directors



Prof. Nidhi Sharma, IRS (Rtd.)

An IRS officer of the 2000 batch, she retired voluntarily after having served for more than two decades in a range of fields and central government positions. She completed the postgraduate programme in Public Management and Policy from IIM Ahmedabad. Her postings at the Central Board of Direct Taxes and NITI Aayog imbued her experience with understanding scenario planning, strategic awareness, and future thinking. She is a CCL-certified trainer and coach in Leadership competencies. She has anchored several advanced training/coaching programs on Leadership, EQ, and Negotiation strategies. Her long stint at the Apex Civil Services Training Institute, LBSNAA, Mussoorie, gives her rich experience in training, mentoring, and coaching senior-level executives.



Prof. Parthasarathi Banerjee

He has a Ph.D. in engineering from Jadavpur University. He has nearly four decades of experience in research and teaching. He has held multiple positions, including as the director of a national research institute and numerous other national and international positions/assignments. His research areas are Business Strategy, Innovation, Technology Management, and Indian Thought.



Other Programme Facilitators



Dr Prem Singh, IAS (Rtd)

A Medical Graduate from JIPMER, Pondicherry, and a PGP-PMP from IIM Ahmedabad. He got into civil services while pursuing post-graduation at AIIMS, New Delhi. His diverse assignments include SDO Chandel, Director of Youth Affairs and Sports, and Deputy Commissioner of Senapati District. He worked as Secretary to the Chief Minister and held Director of Municipal Administration Housing and Urban Development posts, State Mission Director (NRHM), and State Project Director (SSA). He joined LBSNAA, Mussoorie, 2010 on central deputation and worked as Director in the Department of Economic Affairs in the Ministry of Finance and PS to Vice Chairman NITI Aayog. He returned to the cadre as Secretary of Municipal Administration, Housing, and Urban Development. Dr Prem has been training civil servants since 2010. His last post was as an Adviser (Education) at NITI Aayog.



Prof. Ram Kumar Kakani

He is the Director at the Indian Institute of Management (IIM) Raipur and is on sabbatical from IIM Kozhikode. Ram started as a technocrat in the corporate sector and moved towards the higher education world, focusing on the trilogy of finance-performance strategy. Earlier, Ram was a Professor at XLRI Jamshedpur and LBSNAA Mussoorie. Ram also held the position of Director of the Government of India's NCLDAC. Ram is a certified/accredited leadership coach from Cambridge University, Centre for Creative Leadership, USA, and GIZ, Germany. Abroad, he worked as an academic in Denmark, Nigeria, Singapore, and UAE. Ram has co-authored books with publishers ranging from Cambridge and Sage to Routledge. His textbooks with McGraw-Hill run into multiple editions.



Prof. Sanjeev Prashar

Currently a Professor at IIM Raipur, boasts 32 years of academic expertise in Marketing. He holds an MBA and Ph.D. from the University of Kurukshetra and a Post-doctoral from Putra Business School, Malaysia; he has published 90 research papers in esteemed international journals. His case studies, featured on platforms like Harvard Business Publishing, reflect his academic contributions. As an attendee of global colloquia and a visiting fellow at the University of Kelaniya, Sri Lanka, he has conducted over 13,000 hours of training for diverse clients. A Rotary Youth Leadership Award winner, he excels in consulting and has rich international academic exposure.



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Prof. Archana Parashar

An Associate Professor at IIM Raipur with over 15 years of academic and corporate training experience. Holding a Master's in English Literature with a Gold Medal, she attended a Global Colloquium at Harvard Business School in 2016. As Chairperson for Alumni and Media Relations, she has held diverse administrative roles since 2014. With 22 papers published in reputable journals, including Springer and Sage, she has conducted Management Development Training for notable organizations. She is passionate about social work and mentors school girls through the NGO 'Astitva.' Driven to develop leadership potential for societal service and women's mentorship, she envisions a meaningful future.



Prof. S Ramkumar

A distinguished Nuclear Physicist and Management Graduate. He blends extensive experience in Multinational, Government, NGO, and Indian Private Sectors. As the founder-CXO of Last Resort since 1987, he has contributed to B-school education, corporate training, and consulting. Prof. Ramkumar is a Chief Woodworker at Neoteny, passionately crafting wood artifacts. His research spans Marketing, Brand Management, Services Marketing, and Unconventional Communication in Marketing. With over 13 years of formal work experience, he is a Visiting Faculty at renowned institutions, including IIMs, SP Jain, XLRI, Nirma, EDI, MICA, and ISB, showcasing his multidimensional expertise.

Inquiry

For any information regarding this programme, the single point of contact will be Ms. Nidhi Sharma, Center for Public Management, (nidhisharma@iimraipur.ac.in || +91 895-804-2704)

For any secretarial support, you may contact Ms. Anupama T. Khandelwal, Director's Office, (directoroffice@iimraipur.ac.in || Ph: 0771-2474603 || Mobile: +91 738-937-8494)



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About the Indian Institute of Management Raipur:

The Government of India set up IIM Raipur in 2010 to meet the growing demand for top-quality professionals. It is situated at Raipur in the state of Chhattisgarh, one of the most promising states of India, with its rich mineral, forest, natural and local resources, human capital, and culture. The 2-year Residential MBA was started in 2010, Ph.D. in 2013, and Exec-MBA in 2021.

IIM Raipur has improved in quality, as evidenced by the latest NIRF ranking of 11 among all India management institutes (moving up from 18th in 2016).



Vision Statement

“To become a premier management institution that inspires thought leadership through scholarship and teaching by incorporating an ethos of inquiry, consciousness, and innovation.”

Mission Statement

“To provide a learning-centric environment that nurtures management thought through research and practice to create future leaders.”



INDIAN INSTITUTE OF MANAGEMENT RAIPUR

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